

# Public Document Pack

## Safer Stronger Communities Select Committee Agenda

Monday, 30 November 2015

**7.00 pm,**

Committee Room 3

Civic Suite

Lewisham Town Hall

London SE6 4RU

For more information contact: Simone van Elk (020 831 46441)

This meeting is an open meeting and all items on the agenda may be audio recorded and/or filmed.

### Part 1

| Item |   | Pages   |
|------|---|---------|
| 1.   | Minutes of the meeting held on 21 October 2015<br>To follow |         |
| 2.   | Declarations of interest                                    | 1 - 4   |
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| 4.   | Library Consultation 2015 Update<br>To follow               |         |
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# Safer Stronger Communities Select Committee Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Monday, 30 November 2015.

Barry Quirk, Chief Executive  
Thursday, 19 November 2015

|  |  |
|--|--|
| Councillor Pauline Morrison (Chair)<br>Councillor Pat Raven (Vice-Chair)<br>Councillor Andre Bourne<br>Councillor Brenda Dacres<br>Councillor Colin Elliott<br>Councillor Alicia Kennedy<br>Councillor David Michael<br>Councillor Luke Sorba<br>Councillor Paul Upex<br>Councillor James-J Walsh<br>Councillor Alan Hall (ex-Officio)<br>Councillor Gareth Siddorn (ex-Officio) |  |
|--|--|

| Safer Stronger Communities Select Committee |                          |                  |
|---|--------------------------|------------------|
| Title                                       | Declaration of interests |                  |
| Contributor                                 | Chief Executive          | Item 2           |
| Class                                       | Part 1 (open)            | 30 November 2015 |

## Declaration of interests

Members are asked to declare any personal interest they have in any item on the agenda.

### 1. Personal interests

There are three types of personal interest referred to in the Council's Member Code of Conduct:

- (1) Disclosable pecuniary interests
- (2) Other registerable interests
- (3) Non-registerable interests

### 2. Disclosable pecuniary interests are defined by regulation as:-

- (a) Employment, trade, profession or vocation of a relevant person\* for profit or gain
- (b) Sponsorship – payment or provision of any other financial benefit (other than by the Council) within the 12 months prior to giving notice for inclusion in the register in respect of expenses incurred by you in carrying out duties as a member or towards your election expenses (including payment or financial benefit from a Trade Union).
- (c) Undischarged contracts between a relevant person\* (or a firm in which they are a partner or a body corporate in which they are a director, or in the securities of which they have a beneficial interest) and the Council for goods, services or works.
- (d) Beneficial interests in land in the borough.
- (e) Licence to occupy land in the borough for one month or more.
- (f) Corporate tenancies – any tenancy, where to the member's knowledge, the Council is landlord and the tenant is a firm in which the relevant person\* is a partner, a body corporate in which they are a director, or in the securities of which they have a beneficial interest.
- (g) Beneficial interest in securities of a body where:
  - (a) that body to the member's knowledge has a place of business or land in the borough;

(b) and either

- (i) the total nominal value of the securities exceeds £25,000 or 1/100 of the total issued share capital of that body; or
- (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person\* has a beneficial interest exceeds 1/100 of the total issued share capital of that class.

\*A relevant person is the member, their spouse or civil partner, or a person with whom they live as spouse or civil partner.

### 3. Other registerable interests

The Lewisham Member Code of Conduct requires members also to register the following interests:-

- (a) Membership or position of control or management in a body to which you were appointed or nominated by the Council
- (b) Any body exercising functions of a public nature or directed to charitable purposes, or whose principal purposes include the influence of public opinion or policy, including any political party
- (c) Any person from whom you have received a gift or hospitality with an estimated value of at least £25

### 4. Non registerable interests

Occasions may arise when a matter under consideration would or would be likely to affect the wellbeing of a member, their family, friend or close associate more than it would affect the wellbeing of those in the local area generally, but which is not required to be registered in the Register of Members' Interests (for example a matter concerning the closure of a school at which a Member's child attends).

### 5. Declaration and Impact of interest on members' participation

- (a) Where a member has any registerable interest in a matter and they are present at a meeting at which that matter is to be discussed, they must declare the nature of the interest at the earliest opportunity and in any event before the matter is considered. The declaration will be recorded in the minutes of the meeting. If the matter is a disclosable pecuniary interest the member must take no part in consideration of the matter and withdraw from the room before it is considered. They must not seek improperly to influence the decision in any way. **Failure to declare such an interest which has not already been entered in the Register of Members' Interests, or participation where such an interest exists, is liable to prosecution and on conviction carries a fine of up to £5000**
- (b) Where a member has a registerable interest which falls short of a disclosable pecuniary interest they must still declare the nature of the interest to the meeting at the earliest opportunity and in any event before the matter is considered, but they may stay in the room, participate in

consideration of the matter and vote on it unless paragraph (c) below applies.

- (c) Where a member has a registerable interest which falls short of a disclosable pecuniary interest, the member must consider whether a reasonable member of the public in possession of the facts would think that their interest is so significant that it would be likely to impair the member's judgement of the public interest. If so, the member must withdraw and take no part in consideration of the matter nor seek to influence the outcome improperly.
- (d) If a non-registerable interest arises which affects the wellbeing of a member, their, family, friend or close associate more than it would affect those in the local area generally, then the provisions relating to the declarations of interest and withdrawal apply as if it were a registerable interest.
- (e) Decisions relating to declarations of interests are for the member's personal judgement, though in cases of doubt they may wish to seek the advice of the Monitoring Officer.

## **6. Sensitive information**

There are special provisions relating to sensitive interests. These are interests the disclosure of which would be likely to expose the member to risk of violence or intimidation where the Monitoring Officer has agreed that such interest need not be registered. Members with such an interest are referred to the Code and advised to seek advice from the Monitoring Officer in advance.

## **7. Exempt categories**

There are exemptions to these provisions allowing members to participate in decisions notwithstanding interests that would otherwise prevent them doing so. These include:-

- (a) Housing – holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e) Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)

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| Safer Stronger Communities Select Committee |   |                  |
|---|---|------------------|
| Title                                       | Gang associated women and girls – prevention and awareness review: third evidence session |                  |
| Contributor                                 | Scrutiny Manager  | Item 3           |
| Class                                       | Part 1 (open)   | 30 November 2015 |

## 1. Purpose

- 1.1 At its meeting on 20 April 2015, the Committee decided as part of its 2015-16 work programme to undertake an in-depth review into poverty in Lewisham. The scoping paper for the review was agreed at the Committee meeting on
- 1.2 At its meeting on 21 October 2015, the Committee heard from the Service Manager Policy Development and Analytical Insight about the Indices of Multiple Deprivation.
- 1.3 The third evidence session for the review should focus on work taking place in Lewisham schools to raise awareness of the issues and prevent violence against women and girls.

## 2. Recommendations

The Select Committee is asked to:

- Review the information in Appendix A on welfare reform (*to follow*) and in Appendix B on the housing and planning bill and welfare reform and work bill.

## 3. Key lines of inquiry for the review

3.1 The key lines of enquiry for the review are:

A. The developing national context:

- Are certain groups more likely to feel the effects of poverty than others?
- What impact have welfare reforms had on the distribution of poverty in Lewisham?
- What are the evolving issues which will impact on future distribution and scale of poverty in the borough?

B. A review of the Council's approach to tackling inequality

- How do the Council's strategies work to reduce deprivation?
- How does the strategic approach to equalities ensure that multiple deprivation and inequality are given full consideration?
- How are the reductions in the Council's budgets being managed to ensure that they do not disproportionately impact on protected groups and exacerbate poverty and deprivation?

Review questions:

## 4. Timetable

4.1 The Committee is asked to consider the outline timetable for the review as set out below.

First evidence-taking session (21 October 2015)

- Update on the Lewisham position from the index of multiple deprivation
- Key trends and issues

Second evidence-taking session (30 November 2015)

- An update from officers on the developing context of welfare reform
- Information from officers about the Councils corporate approach to reducing inequality
- Information from officers on the process of equalities impact assessment in the budget process

Third evidence-taking session (19 January 2016)

- New/innovative approaches to reducing deprivation in Lewisham
- Innovation and approaches taken by other Councils

Recommendations and final report (09 March 2016)

- The Committee will consider a final report presenting all the evidence taken and agree recommendations for submission to Mayor and Cabinet

## 5. Further implications

At this stage there are no specific financial, legal, environmental or equalities implications to consider. However, each will be addressed as part of the review.

### Background papers

Minutes of the meeting of Safer Stronger Communities Select Committee on 20 April 2015

<http://councilmeetings.lewisham.gov.uk/documents/g3759/Printed%20minutes%2020th-Apr-2015%2019.00%20Safer%20Stronger%20Communities%20Select%20Committee.pdf?T=1>

Scoping report for poverty review at the meeting on 1 July 2015

<http://councilmeetings.lewisham.gov.uk/documents/s37304/Appendix%20D%20-%20Poverty%20review%20010715.pdf>

Minutes of the meeting of Committee on 1 July 2015

<http://councilmeetings.lewisham.gov.uk/documents/g3764/Printed%20minutes%2001st-Jul-2015%2019.00%20Safer%20Stronger%20Communities%20Select%20Committee.pdf?T=1>

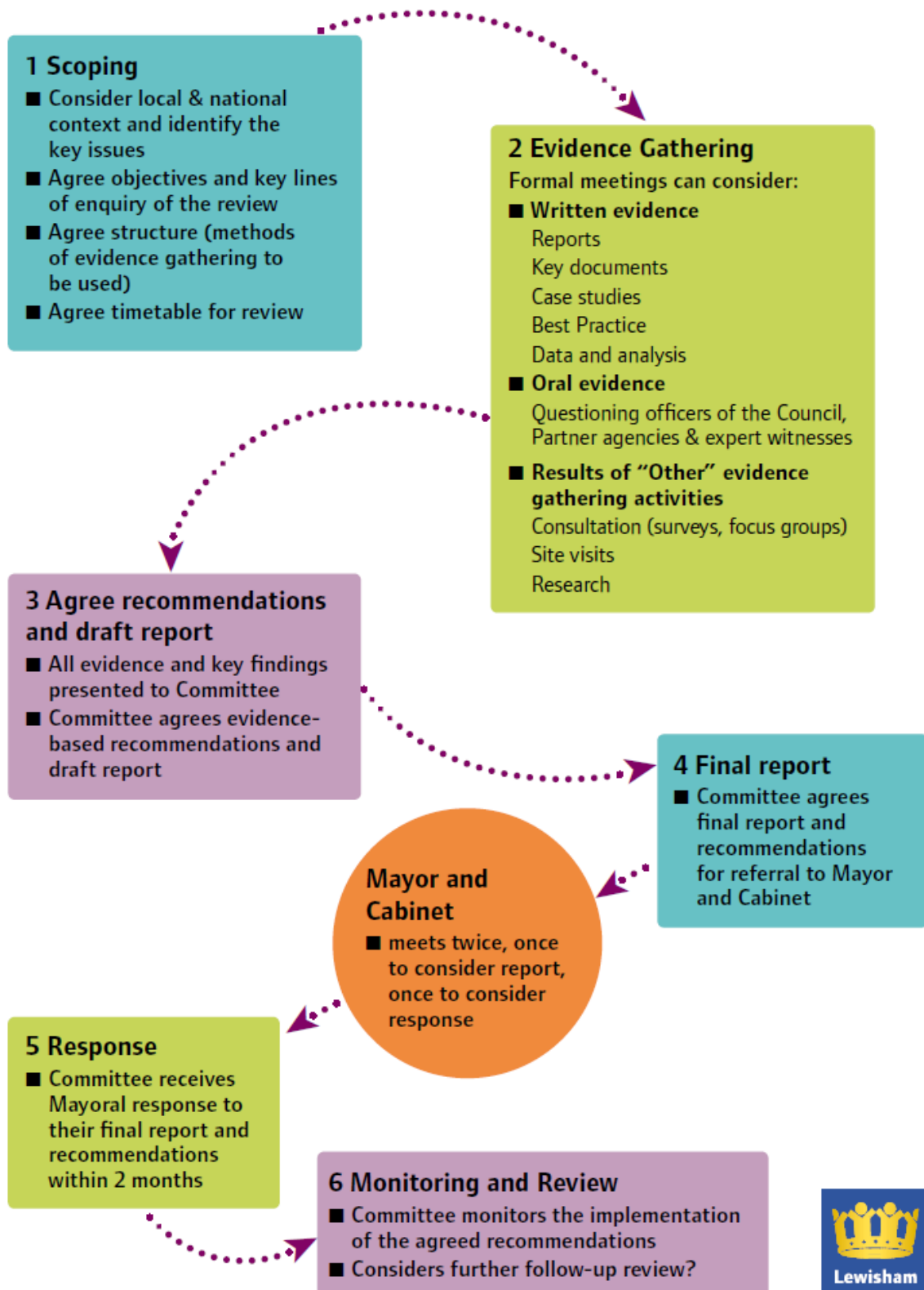
Officer report on Indices of Multiple Deprivation at the Committee meeting on 21 October 2015



<http://councilmeetings.lewisham.gov.uk/ieListDocuments.aspx?CId=189&MId=3339&Ver=4>

For further information please contact Simone van Elk, Scrutiny Manager on 020 831 46441.

## How to carry out an in-depth review



# The Housing and Planning Bill and Welfare Reform and Work Bill

Housing Select Committee:  
27 October 2015

## **Economic Downturn & Previous Government**

### Localism Act: 2011

- Discharge into the PRS to end the homeless duty
- Changes to housing register – no Band 4
- 5 year fixed term tenancies
- Grant rates for new housing supply reduced by 70%
- Affordable rents – up to 80% market rents on new supply and % of relets
- Welfare Benefit Changes (Cap/B'room Tax/ LHA at 30th percentile)
- RtB Discount increased from £16k to £103k
- HRA self financing

### ***New Government New Challenges later...***

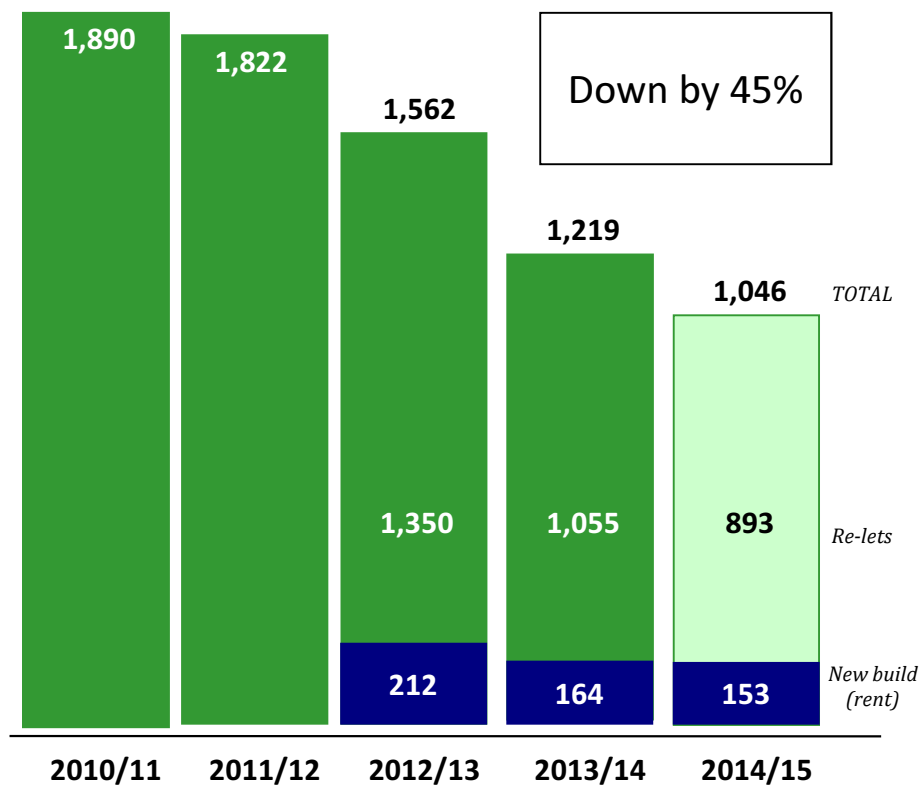
## **Effects**

- Acute shortage of housing
- New supply reduces hugely
- Turnaround in available properties to let also dries up
- Major increase in demand / homelessness
- Affordability problems across all tenures
- Massive Growth in PRS
- Housing Crisis becomes common parlance
- Move households in need to cheaper areas
- Encourage people into work (low pay)
- Councils build new housing again
- More partnership / cross borough solutions

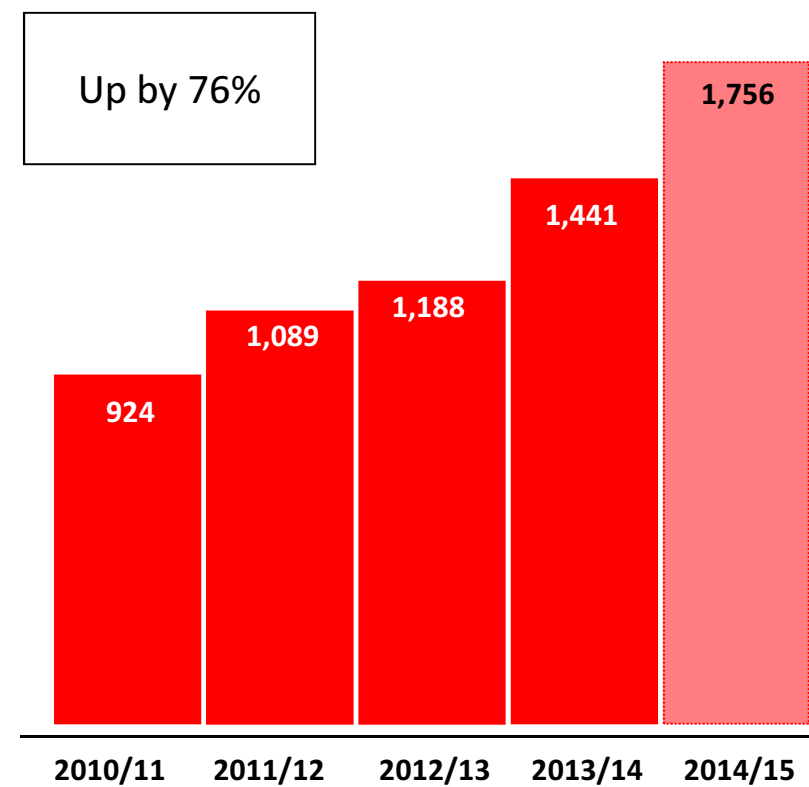
# SUPPLY IS DOWN, DEMAND IS UP



Number of available lets, 2010/11 to 2014/15



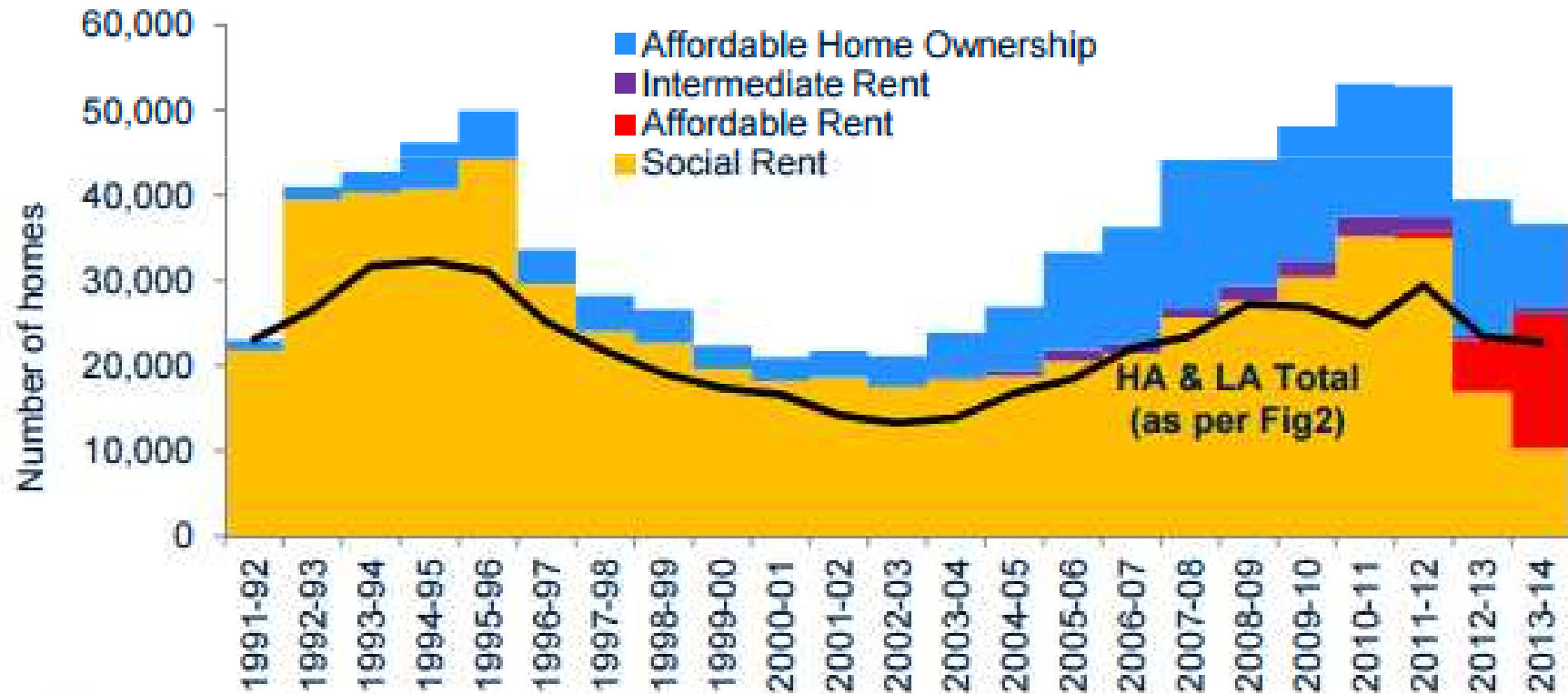
Number of homeless households going into temporary accommodation, 2010/11 to 2014/15



# The tenure of new homes has changed

Fewer new builds for social rent and an increase in affordable home ownership products

Fig 3 – New Build Affordable Housing Delivery, England



Source: DCLG

## Measures in the Housing Bill and other legislation

### The Housing and Planning Bill: published 13 October and Welfare Reform and Work Bill

- Introduction of Right To Buy for Housing Associations
- Forcing the sale of “high value” Council void properties
- “Pay to stay”
- Planning policy and affordable rented housing
- PRS changes
- 1% rent reductions
- Reductions in UC
- Withdrawal of benefit form under 21 year olds

**Much of the detail of the measures introduced by the Bill will be set out in subsequent regulation**

## Measures in the Housing Bill and other legislation

### Introduction of Right To Buy for Housing Associations

- This was agreed voluntarily by RPs and is not set out in legislation, though the Bill states that it will be monitored by the HCA
- The NHF offer:
  - All HA tenants (2.3m v 1.3m stated by Gov) to be offered the RTB at the existing discount
  - HAs will have the discretion to sell the tenant an alternative property at the same discount in certain circumstances such as in a rural area or where the property is operationally specific e.g. Sheltered/Supported or it has been built exclusively from charitable funds
  - HAs are to be compensated the full value of the RTB discount
  - HAs can replace sold homes on a 1 for 1 basis and with alternative tenures within 3 years
  - Gov to enable HAs to convert empty properties from social or affordable rent to other tenures
  - Gov to enable HAs to have greater control over who they house i.e. nominations by LAs to HAs to be appropriate to the properties
- Over time RTB will **gradually reduce the stock of properties** available for LAs to nominate to, the time-lag on delivering replacements will have a more immediate impact
- **Current modelling for Lewisham suggests:**
  - HAs might sell 133 properties through RTB in the first year and 67 each year after that.
  - However other measures in the bill such as “pay to stay” may encourage a larger number of HA tenants to exercise their RTB.



## Measures in the Housing Bill and other legislation

### Forcing the sale of “high value” Council void properties

- The mechanism for this is contained in the Housing Bill, the detail will come forward in regulation
- This will operate by means of a formula. The Government will assess how much each Council should receive from selling high value voids every year, and will expect that to be paid.
- High value has not been defined in the Bill. Stock transferred to HAs will still be subject to formula.
- Hostels are exempt in the Bill. Further exemptions may be included in Regulations?
- Payments can be reduced and subject to bilateral deals with Government by facilitating housing
- The effect will **further reduce the immediate supply of lets to the Council**, again exacerbating the current supply and demand mismatch
- Government has calculated £4.5bn p.a. via sale of 15,000 homes
- **Current modelling for Lewisham suggests:**
  - If average prices across London are used to determine “expensive” then Lewisham could be expected to sell 27 voids (6.4%) per year.
  - 27 times our average property value of £282,094 provides an estimate of £7,616,538 to be repayable to the government each year.
  - If average prices across Lewisham are used to determine “expensive” then Lewisham could be expected to sell 137 voids (32.6%) per year.
  - 137 times our average property value of £282,094 provides an estimate of £38,646,878 to be repayable to the government each year.

## Measures in the Housing Bill and other legislation

### “Pay to stay”

- This change will force Councils (and all social housing providers) to assess tenants' incomes and charge up to a market rent to any tenants in London with a household income of more than £40k
- Landlords will be given powers to require tenants to declare their incomes and to collect maximum rents from tenants who fail to declare.
- There will be data sharing between HMRC and landlords to verify incomes.
- Councils will not keep any additional income. Housing Associations will
- This is likely to be administratively burdensome to operate.
- The most likely impact will be to **encourage higher income tenants to exercise their right to buy.**
- The Government has issued a consultation document which closes on 20 November and is focusing on the implementation rather than the detail of the Policy, with views being sought on two areas:
  - How the scheme can support incentives to work
  - Evidence of administrative costs
- The government estimates that 290,000 households nationally are above the earnings thresholds – 130,000 in local authority accommodation and 160,000 in housing associations.
- Based on this, we estimate that between 1,800 and 2,200 households in social housing (both local authority and housing association) in Lewisham are above the threshold
- The average market rent for a two bed in Lewisham is now £1,300 a month. According to research by Shelter, a household requires a gross income of £56,902 per annum to afford a rent of £1,300.
- A household earning £40,000 per annum in Lewisham could afford a market rent of £950 per month - £350 a month less than the current market rent.

## Measures in the Housing Bill and other legislation

### 1% rent reductions

- Impact for Lewisham owned stock over the next 4 years is £25m. We can still meet the 500 home target, but delivery capacity after that period is very limited within the HRA.
- The viability of some of our previously agreed schemes is being reviewed and there is a stalling of some developments that otherwise would be on site now
- The impact of the 1% rent reduction for RPs will vary but will affect all business and development plans to a greater or lesser extent.
- Larger RPs likely to retain an element of sub market rent but this will be lower than before and they will build more homes for sale or charge higher rents to cross subsidise.
- Smaller RPs and more recent stock transfers will have much less capacity which will mean that they are forced to scale back their development programmes.
- All this will lead to reducing the supply of social rented new homes
- Dis-incentivises long term plans for affordable homes – landscape keeps changing
- **David Hall proposed amendment:**
  - Proposed amendment to the Welfare Reform and Work Bill.
  - Argues that 1% reduction counts as a material change to self-financing settlement agreed as part of the Localism Act 2011.
  - He proposes debt settlement should be re-opened in light of this and original debt settlement of £27bn should be reduced by £10bn

## Measures in the Housing Bill and other legislation

### Welfare Reform and

- Reduced cap - £23k limit inside London & £20k outside
- Affects 311 current households subject to the benefit cap - £3k p.a. - **£933k**
- A further 777 will be affected when the reduction is introduced - **£1m**
- No Housing Benefit for 18 – 21 year olds
- Exemptions will apply?
  
- Impacts
- PRS procurement outside London no longer sustainable?
- Further reduces the supply of affordable rented housing for households in need

## Measures in the Housing Bill and other legislation

### Planning policy and affordable rented housing

- The Prime Minister recently announced that the Government would amend planning laws so that Councils can no longer require affordable homes to be rented, enabling starter homes to count as affordable instead.
- There will be a duty on councils to promote the supply of Starter Homes. The SoS will have powers to veto developments if he believes the LA has failed to secure enough Starter Homes
- A new duty of councils to grant sufficient sites to meet demand for self build and custom build.
- This will have significant impacts for the Council as approximately 1400 new social homes over the coming five years were expected to be delivered, again reducing the supply of new affordable rented homes.

# Measures in the Housing Bill and other legislation

## PRS Changes

### **1. Financial penalties for the breach of a banning order**

- Banning order can be imposed by First Tier Tribunal to stop a person from letting a property or engaging in letting agency work
- If banning order broken, council can impose fines of up to £5k (?)

### **2. Rogue landlord database**

- Councils will have the responsibility for maintaining the content of the database.

### **3. Extension of rent repayment orders**

- If a landlord breaches a banning order, does not comply with an Improvement Notice or harasses tenants councils and tenants can apply to the FTT to make a rent repayment order whereby the landlord must repay HB/UC to the council and/or rent to the tenant (relating to a period of up to 12 months).
- Regulations will determine what this money can be spent on by a local authority (but it does not need to be treated as recovered HB/UC).

### **4. Fines for unlicensed HMOs**

- Local authorities can impose financial penalties rather than prosecute. Fines cannot exceed £5,000 (and in some cases £2,000).

### **5. Changes to Buy-to-Let tax relief**

- Over time this could make BTL less attractive/affordable to small landlords reliant on large mortgages.
- This may ease some of the pressure on the housing market and make institutional investment in the PRS – both as build to rent and acquisition – more attractive.

# Possible Responses - Change to operating model



Housing has become more of a London wide / sub regional issue – new supply, meeting homeless need by placing in more affordable areas, IBAA, NRtPF, PRS Licensing – do we need more of this? Development vehicle?

- **Lewisham Homes:**

- Extend management agreement for 5/10 years from April 2016
- Delegate even more services – grounds maintenance, bulk waste, enhanced sheltered housing, property acquisition....
- Explore potential benefits/risks of LHs as charitable organisation to help us meet our housing objectives
- Consider all options given the scale of changes proposed in legislative agenda

- **Consider timescales in relation to regulation/implementation timetable**

- **Establish Council PRS Company/Joint Venture e.g. Besson Street**

- **Grab opportunities, evolve where appropriate e.g. PRS/Rogue Landlords**

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| SAFER STRONGER COMMUNITIES SELECT COMMITTEE |   |       |                  |
|---|---|-------|------------------|
| <b>Title</b>                                | Main Grants Programme 2015-18 – Equalities Update |       |                  |
| <b>Contributors</b>                         | Executive Director for Community Services         |       |                  |
| <b>Class</b>                                | Part 1  | Date: | 30 November 2015 |

## 1. Purpose of Report

- 1.1 This report provides the Safer Stronger Communities Select Committee with a further update on the co-ordination of the Equalities aspect of the Lewisham Main Grants Programme 2015-18, a brief update on EqualTeam Lewisham and details of LGBT provision within the Borough.

## 2. Recommendations

- 2.1 Members of the Safer Stronger Communities Select Committee are recommended to note, and comment upon, the content of this report.

## 3. Background

- 3.1 The first part of this report is lifted from the previous report in September 2015, and is included to provide context (3.1 through to 4.1)
- 3.2 At Mayor and Cabinet (Contracts) on 13 May 2015, a decision upon the Main Grants Programme awards for 2015-18 was taken that 62 voluntary and community sector groups be funded, for the financial years 2015/16 – 2017/18. Following appeals heard on 11 May 2015, a further 3 organisations were awarded transition funding.
- 3.3 Under the Main Grants Programme funding was awarded to Voluntary Action Lewisham (VAL) to coordinate borough-wide work on equalities and to support voluntary and community sector organisations to meet their equalities commitments. The other organisations that have a specific equalities remit are:
- Age UK Lewisham & Southwark
  - Lewisham Disability Coalition
  - Lewisham Multilingual Advice Service
  - Lewisham Refugee and Migrant Network
  - METRO (The Metro Centre Ltd)
  - Stephen Lawrence Charitable Trust
  - Lewisham Pensioners Forum
  - EqualTeam Lewisham
- 3.4 Subsequently at Safer Stronger Communities Select Committee, on 14 May 2015, an update was provided detailing the decisions taken at Mayor and Cabinet contracts the previous evening. At that meeting a number of key points relating to equalities were noted;
- Mayor and Cabinet had accepted officers' recommendation that the Council should work with EqualTeam Lewisham to use unspent grant funding of £180,000.

- EqualiTeam Lewisham was in possession of their outstanding funding.
  - All organisations would be subject to performance monitoring and action would be taken where organisations failed to deliver on their objectives.
- 3.5 There was further discussion by members around the decision to approve officers to work with EqualiTeam Lewisham to use its outstanding funding from the current grants programme. Again the following key points were noted:
- Some Members felt that the grant assessment process had highlighted EqualiTeam Lewisham's lack of demonstrable outcomes.
  - Members questioned the possibility of setting a timescale on which the outstanding funds could be used.
- The Chair indicated that the Committee should seek to assure itself that there were demonstrable outcomes being delivered against this funding.
- 3.6 At Mayor and Cabinet (Contracts) on 3 June 2015 the resultant call-in was presented. The Mayor resolved that the original decision be upheld and the Overview & Scrutiny Business Panel be informed the Cabinet approved the request for a review of EqualiTeam's outcomes and an examination of wider issues relating to comprehensive equalities objectives, the outcomes of which would be reported to the Safer, Stronger Communities Select Committee.
- 3.7 An initial progress report was presented to Safer, Stronger Communities Select Committee on 16 September 2015, and this report updates on the further progress made since then.
- 3.8 Equalities Co-ordination
- 3.8.1 The Main Grants Programme 2015-18 tasked Voluntary Action Lewisham (VAL) to lead on co-ordinating activities for Equalities across the borough and report into the Stronger Communities Partnership Board. The initial detail for this was presented to 13 May 2015 Mayor and Cabinet paper with the intention that the Voluntary and Community Sector will contribute towards the 5 outcomes of the Council's Comprehensive Equalities Scheme (CES).
- 3.8.2 The CES 2012-16 has 5 main objectives, these are;
1. Tackling victimisation and discrimination
  2. Improving access to services
  3. Closing the gap in outcomes for different citizens
  4. Increasing mutual respect and understanding in communities
  5. Increasing participation and engagement
- 3.8.3 The role that the VCS will have in helping to deliver these objectives is as follows:
- 3.8.4 **Objective 1: Tackling victimisation and discrimination**  
*Ensuring access to information, advice, advocacy and representation*  
 This will be delivered across the advice sector but additional work is required on the coordination of activity to ensure specialisms such as immigration, language support and translation are open and available to all.
- 3.8.5 *Easy access to report victimisation and discrimination*  
 There will be VCS representation on both the Hate Crime forum and Stop and Search Group with outcomes to be agreed with these forums. Additionally the Equalities Working Group will be ensure that trends or spikes in victimisation

and discrimination are monitored and responded to in a cohesive and joined up fashion.

- 3.8.6 *Ensuring that patterns of discrimination and victimisation are fed from the grassroots (groups and residents) into the appropriate forums and then into the partnership board*
- 3.8.7 The following groups and forums will feed into the new Equalities Working Group co-ordinated by VAL: Disability Forum; Lewisham Disability Coalition; Stephen Lawrence Centre; Lewisham Refugee and Migrant Network; Lewisham Pensioners Forum and Ageing Well Council; Metro (with the model for capturing views from grassroots to be developed). In addition to the grant funded groups the Violence against Women and Girls (VAWG) Forum and Refuge will also be invited to be standing members of the group.
- 3.8.8 The Working Group will then report to the Stronger Communities Partnership Board on patterns of discrimination and victimisation with suggested actions required across the borough.
- 3.8.9 **Objective 2: Improving access to services**  
*Ensuring that grassroots organisations can access training and support to develop deliverable equality plans*  
This support will be co-ordinated through the Equalities Working Group once training needs have been identified. The subsequent training will be delivered by a number of key organisations, including; Stephen Lawrence Centre; Lewisham Disability Coalition; Metro; VAL; EqualTeam Lewisham (using unspent grant from previous years) and Lewisham Pensioners Forum
- 3.8.10 **Objective 3: Closing the gap**  
*Ensuring that forums have an infrastructure to work in partnership with public sector providers*  
The membership of the Stronger Communities Partnership Board will provide the leadership for the VCS in this area will be reviewed to ensure that the make-up is both relevant and representative of the VCS.  
Partnership with the health sector will be coordinated through Bromley and Lewisham Healthwatch and it is important that the work of this group is effectively linked to the work of the SCP Board.
- 3.8.11 **Objective 4: Increasing mutual respect**  
*Helping organisations to work together at neighbourhood level.*  
The Neighbourhood development strand of the Main Grants programme brings together 10 key organisations to help deliver on this agenda locally. They are; Ackroyd Community Association; Bellingham Community Project; Corbett Estate Neighbourhood Forum; Goldsmiths Community Association; Grove Park Community Group; IRIE!; Lee Green Lives; Somerville Youth & Play Provision; Teatro Vivo; and Age UK Southwark and Lewisham (Community Connections). These organisations have been tasked with building capacity, engagement and developing partnership working at a local level. The main Equalities Working Group will monitor any issues arising from the work of these groups and make suggestions regarding remedial actions required.
- 3.8.12 Additionally there is also a role for recipients of any Faith Funding and/or Prevent Funding to help to deliver against this objective.

### 3.8.13 **Objective 5: Increasing participation and engagement**

#### *Influencing all organisations*

We will expect that *all* funded groups and Lewisham partners will be working to actively increase participation and engagement within communities, and that they work towards achieving a representative client base across the protected characteristics. Officers working with the Equalities Working Group will help feed in additional intelligence as to where gaps and needs are to allow funded organisations to effectively share good practice and meet the needs of communities.

3.8.14 In terms of taking this delivery and coordination forwards, VAL has established an Equalities Working Group, made up of the Main Grants funded Equalities organisations (with others invited on an ad hoc basis) that will work in partnership to better meet the needs of their communities/service users and help identify gaps in provision. The organisations that are currently funded, and are a part of the working group in addition to VAL and the Council, are:

- Age UK Lewisham & Southwark
- Lewisham Disability Coalition
- Lewisham Multilingual Advice Service
- Lewisham Refugee and Migrant Network
- METRO (The Metro Centre Ltd)
- Stephen Lawrence Charitable Trust
- Lewisham Pensioners Forum
- EqualTeam Lewisham

## **4. Update on progress**

### 4.1 Equalities Monitoring (LB Lewisham)

- 4.1.1 As part of the standard main grants monitoring requirements, funded organisations are required to complete quarterly monitoring as well as an annual organisational health check (Rocket Science 'Ready for Change').
- 4.1.2 Given the focussed work around equalities, we have pulled all of the funded equalities organisations quarterly monitoring information together, and then allocated the outputs according to the 5 CES objectives to give an overview of how those funded groups are contributing to the Comprehensive Equalities Scheme in a quantifiable way. A copy of this Equalities Monitoring Dashboard can be found in Appendix 1, which also provides information on the organisations achievements against their first quarter targets (July-September 2015)
- 4.1.3 As can be seen from the Dashboard, organisations are in the main either hitting or exceeding targets, however there is some underperformance regarding older people, which is highlighted in red.
- 4.1.4 Regarding those missed targets, officers are working with the organisations and the wider older peoples network to encourage more cross-population between service deliverers. Additionally, one of the organisations is suffering from recruitment drag, and expectations are that they will catch back up with their targets once staff are back in post.

- 4.1.5 The annual Rocket Science exercise challenges organisations to think about how they operate, and covers four main areas; Leadership; Finance; Impact; and Business Opportunities. Specifically within these four areas, it asks organisations a series of questions to determine how they are performing and how 'ready for change' they may be, ultimately scoring each area out of 5.
- 4.1.6 Within the Leadership section, the exercise asks questions about the Board/Steering Group, Management, the Non-management staff, and the Organisation's approach to risk management.
- 4.1.7 Within the Finance section, the exercise asks questions about the Current sources of income, Financial planning and budget expertise, Financial systems, and Anticipated sources of income
- 4.1.8 Within the Impact section, the exercise asks questions about How the organisation reviews performance, How they conduct monitoring, and How they evidence impact.
- 4.1.9 Within the Business Development section, the exercise asks questions about Spotting opportunities, Knowing the market place, Marketing tools, Selling services, Resourcing business development, Bids and tenders, Communication, and Marketing.
- 4.1.10 The Rocket Science tool then provides a graph and score out of 5 for each of these areas, highlighting what the organisation has suggested are it's weaknesses. Lead officers then work with that organisation to help develop those weaknesses, usually focussing on three key areas that have been identified. The tool also provides an overarching graph highlighting all areas that were questioned, to help organisations pinpoint areas for improvement.
- 4.1.11 The Rocket Science exercise is then completed each year to provide an update in terms of where the organisation stands, and what areas may need development.
- 4.1.12 As a hypothetical example of the Rocket Science report and how it highlights any organisational weaknesses please see Appendix 2 which details the 4 areas, any weaknesses, how officers will assist, and an overarching summary graph.
- 4.1.13 Regarding the funded equalities organisations, in the main they are all fit for purpose organisationally, with only small areas for improvement, with 5 out of 7 organisations averaging over 4 out of 5. Two organisations drop below 4, and officers are working with those organisations to put in place solutions in the same way as those indicated above. One organisation requires support around it's governance, income streams and financial systems, and the other requires support around it's governance, income streams and evidencing impact.
- 4.2 Equalities Coordination (VAL and the Equalities Working Group)
- 4.2.1 To date this group has met twice, on 12 August 2015 and 29 September 2015, with a further meeting scheduled for 20 November 2015 (after despatch). The group will then meet every 2 months and will focus on a specific CES objective at each meeting.

- 4.2.2 As mentioned in the previous report, we have identified how their current funded work delivers against the 5 objectives of the Comprehensive Equalities Scheme (this has gone into the Equalities Monitoring Dashboard in Appendix 1), which is being fed into VAL and the group to help create a picture of the communities and clients served. This is then going to be analysed to see how this reflects the make-up of the Borough (this work is ongoing), and identify where additional development work needs to occur.
- 4.2.4 As previously reported the working group has also highlighted the opportunity for the council and particularly those working on the development of CES 2016-2020 to utilise the group as an engagement tool and how the group can have a collective 'watching brief' across shared characteristics to highlight any pitfalls. Indeed, one of the council officers working on the development of CES 2016-20 was engaged in the second EWG meeting on 26 September 2015.
- 4.2.5 To help tie all of these elements together, as well as ensure that the EWG has a clear purpose, VAL have produced a draft action plan (Appendix 3) that will be shared with the EWG at the meeting on 20 November 2015. This together with the dashboard information will form the basis of the Voluntary and Community Sector's contribution to the Council's Comprehensive Equalities Scheme (and the development of the next CES 2016-2020), and the implementation of a structure for co-ordinated activity.
- 4.2.6 The EWG is already providing an effective forum for members to better align campaigns and services (e.g. work on hate crime), and members are also contributing to a 'one stop shop' signposting database hosted on VAL's website (and is a key part of the action plan)
- 4.2.7 The work of the EWG will help connect VCS organisations with the Stronger Communities Partnership Board, and indeed VAL will use the reporting against the dashboard and the action plan to produce an annual equalities report, highlighting the issues, successes and on-going priorities which will be submitted to the Stronger Communities Partnership Board for discussion, comment and direction. These annual reports will be produced in time for discussion at the first Stronger Community Partnership Board of each financial year.
- 4.2.8 Continued scrutiny of this work will be required and can be built into the Safer Stronger Communities Select Committee work plan.
- 4.3 EqualiTeam Lewisham update
- 4.3.1 As previously reported, officers have been working with ETL to develop a short-term delivery plan (the full version of which is attached as Appendix 4, and a large proportion of the outputs are contained within the Equalities Monitoring Dashboard).
- 4.3.2 This delivery plan covers the 6 month period from November 2015 to April 2016, with specific outputs for delivery and with progress being monitored every 2 months.
- 4.3.2 In summary the delivery plan covers 8 key areas that help to deliver equality of opportunity and representation for the African and Caribbean community;

- Help to deliver a more representative volunteer workforce within Lewisham
- Help to deliver a healthier and more active African and Caribbean community
- Play an active part within the Equalities Working Group, working effectively with other equalities organisations to ensure that their work is also representative and well communicated
- Engage effectively with existing civic leadership programmes to widen the pool of people from African and Caribbean communities that apply for and then take up roles in civic leadership in all areas and at all levels
- Engage with the Positive Ageing Council to increase representation by African and Caribbean communities
- Engage with the Lewisham Young Mayor's team to increase the representation on the Advisors Panel from African and Caribbean communities
- Engage with the Ward Assemblies programme to increase the representation from African and Caribbean communities being engaged through the meeting process and also involved in the Coordinating groups
- Engage with the Youth Service, Young Mayors Team, the Police and Youth Offending Service to help identify and then deliver relevant interventions for young African and Caribbean residents

#### 4.4 LGBT Provision for Lewisham residents, workers and learners

- 4.4.1 Safer, Stronger Communities Select Committee requested detail as to the LGBT provision available to Lewisham residents, workers and learners.
- 4.4.2 There are a number of support services and groups in and around Lewisham that are either specifically aimed at LGBT users or can help with issues. A large proportion of this information is currently available in a booklet developed by Age UK and the police. This is now being updated with input from officers and the Metro Centre into a more comprehensive document.
- 4.4.3 Appendix 5 provides details of the services offered to Lewisham residents, workers and learners broken down into two sections; Activities & Services, and Support & Resources
- 4.4.4 As alluded to above, in addition to current provision, we are working with the Metro Centre as a Main Grant funded group to co-ordinate and ensure that this information is available and accessible, and that services within the borough are extended. To this end, we are currently working to see if Metro can base some of it's youth provision at the Mulberry Centre, and they will be attending a site visit on 26 November with the officer responsible for VCS hubs.

### 5. **Financial Implications**

- 5.1 Age UK, Lewisham Multilingual Advice Service, Lewisham Refugee and Migrant Network, Lewisham Disability Coalition, Lewisham Pensioners Forum, Metro Centre, Stephen Lawrence Centre and Voluntary Action Lewisham are all Main Grants funded groups, currently in receipt of funding totalling £723,017 for the 9 months to 31 March 2016.

5.2 EqualiTeam Lewisham are funding their current work using an underspend of £180,000 from their previous Main Grant, and are now working to deliver an initial 6 month delivery plan.

**6. Legal Implications**

6.1 There are no legal implications arising from this report.

**7. Crime & disorder implications**

7.1 There are no direct crime and disorder implications arising from this report. Some of the recommended main grant organisations deliver services and projects which help to reduce the fear of crime and indeed feed into the CES objectives above.

**8. Equalities implications**

8.1 The Equalities implications are set out in the body of the report.

**9. Environmental implications**

9.1 There are no environmental implications arising from this report.

If you have any queries relating to this report, please contact James Lee, Head of Culture and Community Development on 020 8314 6548.

**Additional documents for reference**

**Appendix 1** – Equalities Monitoring Dashboard

**Appendix 2** – Rocket Science Example

**Appendix 3** – Equalities Working Group Action Plan - draft

**Appendix 4** – EqualiTeam Lewisham Delivery Plan

**Appendix 5** – LGBT provision



Lewisham Equalities Dashboard Monitoring - 1 July 2015 - 31 March 2016

| Objectives and Outputs  | Organisation | July - September 2015 |                | October - December 2015 |                | January - March 2016   |                |
|---|--------------|-----------------------|----------------|-------------------------|----------------|------------------------|----------------|
|   |              | Indicative Target     | Actual Outputs | Indicative Target       | Actual Outputs | Indicative Target      | Actual Outputs |
| <b>Objective 1. Tackling victimisation and discrimination</b>   |              |                       |                |                         |                |                        |                |
| 550 clients assisted with their cases   |              | 183                   | 247            | 183                     |                | 184                    |                |
| Participation in Advice Lewisham partnership  |              | 1                     | 1              | 1                       |                | 1                      |                |
| To provide advice to 200 users  |              | 70                    | 147            | 70                      |                | 60                     |                |
| Attend quarterly Advice Lewisham Forum  |              | 1                     | 1              | 1                       |                | 1                      |                |
| Attend quarterly Advice Lewisham Forum  |              | 1                     | 1              | 1                       |                | 1                      |                |
| 25 hours of advice casework per week  |              | 270                   | 689            | 270                     |                | 270                    |                |
| Open/advice days to encourage 30 residents that don't have English as a first language to engage with Healthwatch                             |              | 0                     | 0              | 15                      |                | 15                     |                |
| Attendance at Lewisham Hate Crime Sub Group, Hate Crime Group and Police Independent Advisory Group   |              | 2                     | 2              | 1                       |                | 1                      |                |
| Deliver LGBT hate crime and domestic violence sessions to front line workers  |              | 1                     | 1              | 1                       |                | 1                      |                |
| Deliver stall at Hate Crime Awareness Week  |              | 0                     | 0              | 1                       |                | 0                      |                |
| Produce and communicate information relating to LGBT hate crime and domestic abuse service  |              | 1                     | 1              | 0                       |                | 0                      |                |
| Engage with all Lewisham LGBT groups  |              | 1                     | 1              | 1                       |                | 1                      |                |
| Develop social media presence and info  |              | 1                     | 1              | 0                       |                | 0                      |                |
| <b>Objective 2. Improving access to services</b>  |              |                       |                |                         |                |                        |                |
| 5 talks to BAME groups, providing information on benefits and services for older people   |              | 1                     | 1              | 2                       |                | 2                      |                |
| 140 referrals to relevant agencies  |              | 46                    | 51             | 46                      |                | 48                     |                |
| 26 online access sessions to older people and support with online form applications   |              | 8                     | 7              | 8                       |                | 10                     |                |
| 52 self-advocacy and support telephone sessions   |              | 17                    | 13             | 17                      |                | 18                     |                |
| Advise 150 older people on options around care services   |              | 50                    | 66             | 50                      |                | 50                     |                |
| 200 referrals received from Health professionals  |              | 66                    | 100            | 67                      |                | 67                     |                |
| Work with 30 community organisations to increase their capacity to meet need  |              | 0                     | 1              | 15                      |                | 15                     |                |
| Weekly IT learning sessions   |              | 13                    | 13             | 13                      |                | 13                     |                |
| 20 students attending ESOL classes  |              | 6                     | 20             | 7                       |                | 7                      |                |
| 3 days per week of ESOL classes delivered   |              | 39                    | 52             | 39                      |                | 39                     |                |
| 1:1 advice and guidance sessions with 10 organisations  |              | 2                     | 2              | 4                       |                | 4                      |                |
| Deliver 3 capacity building workshops   |              | 0                     | 0              | 2                       |                | 1                      |                |
| Set up secondment/shadowing opportunity for 2 BME orgs  |              | 0                     | 0              | 1                       |                | 1                      |                |
| Partnership working workshop delivered  |              | 0                     | 0              | 1                       |                | 0                      |                |
| 5 orgs identified who want to work with a more representative cross section of their community, and outreach/communication training delivered |              | 0                     | 0              | 5                       |                | 0                      |                |
| Work with Leisure providers to provide insight into under-represented groups, and identify relevant offers/interventions                      |              |                       |                | Insight work            |                | Input into annual plan |                |

|   |         |          |  |  |  |  |
|---|---------|----------|--|--|--|--|
| 1:1 meetings with Widening Access to Arts and Sport funded groups to help them achieve a representative take up |         |          |  |  | 1:1 meetings as required                 |  |
| Engage and deliver LGBT training sessions to Lewisham Mental Health services                                    | 1       | 2        | 1  |  | 1  |  |
| Develop and deliver joint training sessions (2 hate crime, 2 equalities awareness) with other VCS partners      | 0       | 0        | 2  |  | 2  |  |
| Recruit 2 volunteer LGBT equalities advocates   | 0       | 0        | 1  |  | 1  |  |
| Volunteers advocates to deliver outreach sessions   | 0       | 0        | 2  |  | 2  |  |
| Train 2 volunteer hate crime advocates  | 2       | 3        | 0  |  | 0  |  |
| Volunteers to deliver hate crime sessions   | 1       | 1        | 1  |  | 2  |  |
| <b>Objective 3. Closing the gap in outcomes for different citizens</b>  |         |          |  |  |  |  |
| Increase in positive financial outcomes for clients   | £51,250 | £173,571 | £51,250  |  | £51,250                                  |  |
| Carry out 200 benefits checks for older people  | 66      | 210      | 67   |  | 67                                       |  |
| Work with 600 vulnerable adults to develop support plans  | 200     | 139      | 200  |  | 200                                      |  |
| Co-ordinate two Financial Fairs   | 0       | 0        | 1  |  | 1  |  |
| Updating and distribution of Older People's Information Directory   | 1       | 1        | 1  |  | 1  |  |
| To provide benefit claims for 40 Users  | 13      | 156      | 14   |  | 14                                       |  |
| 40 service users reported wellbeing improved  | 13      | 40       | 14   |  | 14                                       |  |
| £100k received in benefits payments to clients  | £30,000 | £38,569  | £40,000  |  | £30,000                                  |  |
| 20 organisations attend BME working groups  | 0       | 0        | 10   |  | 10                                       |  |
| Identify partnership opportunities with 10 BME organisations  | 2       | 2        | 4  |  | 4  |  |
| Facilitate meetings with 5 organisations to discuss collaboration   | 0       | 0        | 2  |  | 3  |  |
| 50 new businesses signed up to the Lewisham Community Card  | 0       | 0        | 25   |  | 25                                       |  |
| Attend and engage with the Lewisham EWG   | 1       | 1        | 2  |  | 1  |  |
| Develop Lewisham LGBT services information in partnership with Community Connections and Police                 | 0       | 0        | 1  |  | 1  |  |
| <b>Objective 4. Increasing mutual respect and understanding in communities</b>                                  |         |          |  |  |  |  |
| Identified gaps in services to inform development work with 30 community organisations                          | 0       | 1        | 15   |  | 15                                       |  |
| Identify a delivery plan for each neighbourhood team  | 0       | 1        | 4  |  | 0  |  |
| 4 Success stories published in local papers   | 1       | 1        | 1  |  | 2  |  |
| 5 representatives from BME orgs to attend local assembly  | 0       | 0        | 2  |  | 3  |  |
| 5 representatives from BME orgs to attend specific local  | 0       | 0        | 2  |  | 3  |  |
| Identify, develop and communicate effective case studies/champions for each protected characteristic            |         |          | Identify potential candidates                    |  | Develop and communicate case studies     |  |
| 20 more male members of Positive Ageing Council   | 0       | 0        | 10   |  | 10                                       |  |
| 4 targeted older peoples events to feed into PosAC  | 0       | 0        | 2  |  | 2  |  |
| Assemblies to be more representative - targeted work  |         |          | Work with Assemblies Manager to identify targets |  | Engage with targeted coordinating groups |  |
| Assembly coordinating groups to be more representative  |         |          | Work with Assemblies Manager to identify targets |  | Engage with targeted coordinating groups |  |

|   |  |     |     |                                   |  |  |  |
|---|--|-----|-----|-----------------------------------|--|--|--|
| 5 targetted programmes delivered to disrupt misbehavior in identified hotspots  |  |     |     | 2                                 |  | 3  |  |
| Positive role models identified in diversionary services to help tackle misbehaviour  |  |     |     | Services identified               |  | Role models utilised as case studies and champions |  |
| Identify and train young role models that are currently engaged in undesirable activities                                     |  |     |     | Candidates identified with YOS/YS |  | Incentive scheme and champions launched            |  |
| Deliver 2 equalities learning seminars  |  | 0   | 0   | 1                                 |  | 1  |  |
| <b>Objective 5. Increasing participation and engagement</b>   |  |     |     |                                   |  |  |  |
| LDC engagement with prioritised LBL/partnership consultations   |  | 2   | 2   | 2                                 |  | 2  |  |
| Increase capacity to meet demand (new trained volunteers)   |  | 5   | 4   | 2                                 |  | 2  |  |
| Design and deliver three discrete disability equality projects  |  | 1   | 0.5 | 1                                 |  | 1  |  |
| 700 office appointments provided  |  | 333 | 329 | 333                               |  | 334  |  |
| Deliver drop in sessions in deprived areas, 150 people served   |  | 50  | 42  | 50                                |  | 50   |  |
| Recruit 6 volunteers  |  | 2   | 3   | 2                                 |  | 2  |  |
| Guest speaker on the 'Journey to Democracy' for up to 60 older  |  | 1   | 1   | 0                                 |  | 0  |  |
| Increase in membership by 75 older people   |  | 20  | 13  | 30                                |  | 25   |  |
| Monthly low/no-cost social events   |  | 3   | 3   | 3                                 |  | 3  |  |
| Bi-monthly Public forums and newsletters  |  | 2   | 2   | 2                                 |  | 2  |  |
| Friday stall in Lewisham Shopping Centre  |  | 4   | 4   | 6                                 |  | 6  |  |
| 2 Volunteer receptionists supported   |  | 1   | 2   | 0                                 |  | 1  |  |
| 1 Volunteer trainee advisor supported   |  | 1   | 1   | 0                                 |  | 0  |  |
| 1 borough-wide activity and 2 community activities in Evelyn and New Cross  |  | 1   | 1   | 1                                 |  | 1  |  |
| Publish 2 e-newsletters to include funding and resource sharing opportunities, volunteering plus relevant meetings and forums |  | 0   | 0   | 1                                 |  | 1  |  |
| Develop volunteering policies and procedures for 10 BME orgs to improve their ability to recruit and utilise volunteers       |  | 0   | 0   | 6                                 |  | 4  |  |
| Set up social networking platforms to create an online community that shares culturally relevant information                  |  | 0   | 0   | 1                                 |  | 0  |  |
| 50 new volunteers identified and trained  |  | 0   | 0   | 25                                |  | 25   |  |
| Volunteers places in strategically appropriate roles  |  | 0   | 0   | 25                                |  | 25   |  |
| 500 Volunteer hours delivered by new volunteers   |  | 0   | 0   | 250                               |  | 250  |  |
| 10 aspiring board members/trustees identified and trained   |  | 0   | 0   | 5                                 |  | 5  |  |
| 6 of the 10 newly trained aspiring board members elected on to boards of Lewisham VCS organisations                           |  | 0   | 0   | 2                                 |  | 4  |  |
| 50 prospective timebankers identified and registered with RGTB  |  | 0   | 0   | 25                                |  | 25   |  |
| 250 hours of support delivered by new timebankers   |  | 0   | 0   | 125                               |  | 125  |  |
| 35 more young people taking part in Mini Marathon trials  |  | 0   | 0   | 0                                 |  | 35   |  |
| Work with 6 Equalities Working Group members to help ensure an equitable service is being delivered                           |  | 0   | 0   | 3                                 |  | 3  |  |
| Quarterly forums feeding into EWG   |  | 0   | 0   | 1                                 |  | 1  |  |
| Work with Lewisham Governors Service to identify and train suitable candidates  |  |     |     | Develop a recruitment campaign    |  |  |  |

|  |  |   |   |    |  |    |  |
|--|--|---|---|----|--|----|--|
| 20 additional young mayors advisors  |  | 0 | 0 | 10 |  | 10 |  |
| Deliver outreach stalls at Lewisham events                                     |  | 0 | 0 | 1  |  | 1  |  |
| Engage group members to get into volunteering and civic leadership             |  | 1 | 1 | 2  |  | 2  |  |
| <b>Comments (relating to performance levels and/or any operational risks):</b> |  |   |   |    |  |    |  |
|  |  |   |   |    |  |    |  |

## Rocket Science Example

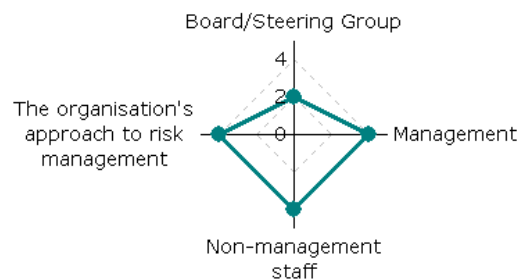
As an example of the Rocket Science report and how it highlights any organisational weaknesses please see the example below, that details the 4 areas, any weaknesses, how officers will assist, and an overarching summary graph.

**Leadership** – The report clearly highlights that there are issues with the Board of trustees. The associated narrative completed by the organisation goes on to tell us that the board are all relatively new and inexperienced, and that having completed a skills audit, there is a definite lack of finance and budgeting experience.

### Leadership

This chart shows how well you perceive the leadership of the organisation in managing change. It will help to pinpoint where you may need to focus extra support or development.

**Average score:** 3.5



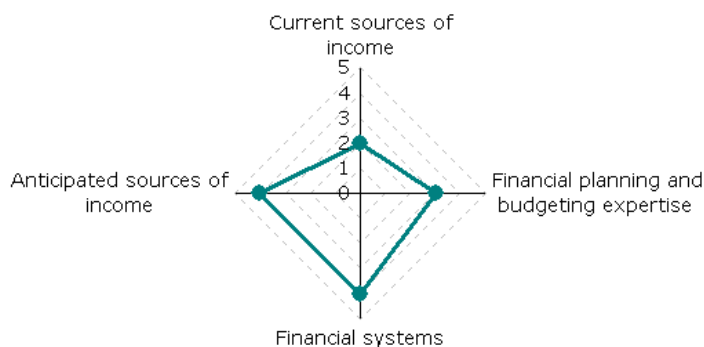
**Officer response** – To work with the organisation to help firstly identify potential training and/or mentoring opportunities for the trustees, and to then put them in contact with the Volunteer Centre Lewisham to see if there are any potential volunteers looking for a leadership opportunity that have the requisite finance and budgeting experience (that could potentially be co-opted onto the board in the first instance, followed by a more exhaustive recruitment process.)

**Finance** – The report refers again to the lack of skills at board level regarding finance and budgeting, but also goes on to highlight the issues around diversifying their funding streams. The organisation has recently seen a cut in funding streams, but have identified this as an issue and want to work and collaborate with other similar or complementary organisations, as well as see if they can deliver a separate profitable service to subsidise their current work.

### Finance

This chart shows the financial resilience of the organisation. It will help to pinpoint where you may need to focus extra support or development.

**Average score:** 3.3



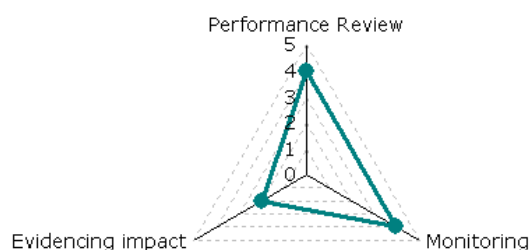
**Officer response** – The trustee element is already covered above, however, regarding alternative funding streams, income generation and partnership working we will work with the organisation to help identify other providers that could be worthwhile partners and help them explore how they can bid for funding in partnership. Additionally, some of the services provided could be the sort of thing that philanthropic individuals would be interested in, so have suggested exploring crowd funding in the first instance (and Spacehive in particular). Regarding other income sources, we have identified that the organisations doesn't currently make full use of its' premises as a result of funding cuts and a reduced workforce, and have suggested either looking to bring a partner in to share space or consider taking advantage of the new Voluntary and Community Sector Hubs.

**Demonstrating Impact** - In this instance the report highlights that the organisation, whilst adept at completing monitoring and ensuring the requisite boxes are ticked, are poor at evidencing the impact of their work. They know how many people they have seen and had contact with, but can't show the impact that their service has had on those people's wellbeing.

### Demonstrating impact

This chart shows how well your organisation demonstrates the impact it has. It will help to pinpoint where you may need to focus extra support or development.

Average score: 3.3

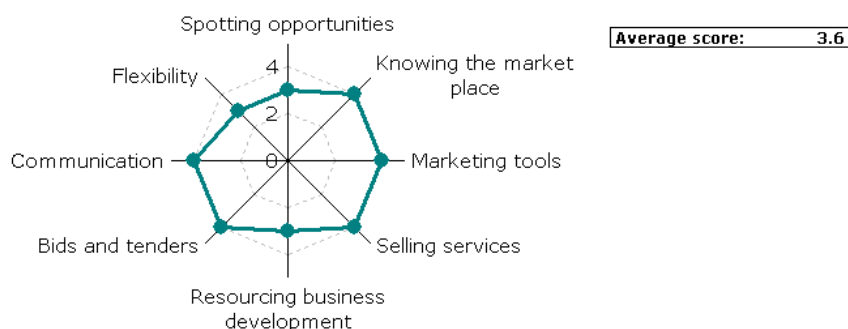


**Officer response** – Share current best practice with the organisation regarding effective evaluation of service delivery, to include template evaluation forms, links with a known organisation that currently does this element well, and the opportunity to discuss the importance at evidencing impact (particularly in the current climate) at one of their board meetings.

**Business Development** – The report shows that in general the organisation is aware of the opportunities open to it, and indeed the narrative highlights that the organisation is moving to a new stage in it's development, looking to work more flexibly and with the support of the board, able to take advantage of relevant opportunities when they come along, as well as exploring new ways of working.

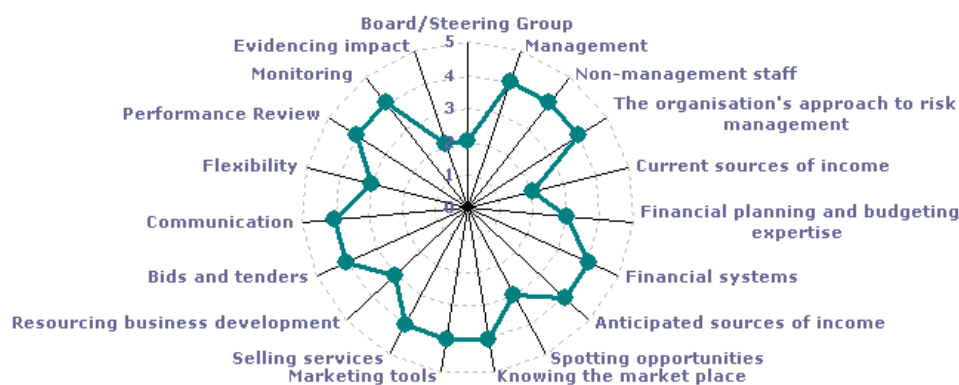
## Business development

This chart shows how well your organisation develops its business. It will help to pinpoint where you may need to focus extra support or development.



**Officer response** – The narrative is very positive towards the future, and the direction in which the organisation is going. We will look to continue to encourage the organisation to work more collaboratively, and ensure that any opportunities that we are made aware of are communicated swiftly to allow the organisation time to decide on any course of action. We have also suggested to the organisation to sign up to Voluntary Action Lewisham, and to play a part within the relevant forums and working groups that are currently looking at how organisations change and adapt.

Finally, the overarching summary graph shows in detail where the organisation thinks its strengths and weaknesses lie.



As we can see, the graph reinforces the fact that the organisation is heading in the right direction but obviously has some issues around income streams, the board and how they evidence impact.

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Equalities Working Group Action Plan – Draft (to be presented to EWG on 20 November 2015)

| Objective                                 | Action   |  |  | Outcome/ Output/ Measure   | Progress  | Further Action   | Impact  |
|---|--|--|--|--|---|--|---|
|   | What   | When   | Who  |  |   |  |   |
| <b>Coordination of Equalities support</b> | Establish Lewisham Equalities Working Group  | September 2015   | VAL (plus funded equalities groups)              | Group established with representatives identified from key stakeholders  | Group formed and met for the first time on 12 August 2015   | None   |   |
|   | Administer Lewisham EWG meetings (agenda setting and minutes)                                      | Every 2 months   | VAL (plus funded equalities groups)              | Meetings set up with papers distributed in a timely manner and funded partners in attendance   | Meetings held; 12 August 2015<br>29 September 2015<br><br>Scheduled 20 November 2015  | Schedule next round of meetings; January 2016, March 2016  | Initial Partnership working - Lewisham Disability Coalition and Metro Centre have co-hosted an engagement event around Hate Crime |
|   | Coordinate the planning process (action plan produced, agreed and updated)                         | Draft - November 2015. Updates every 2 months after                          | VAL (plus funded equalities groups)              | Draft Action plan agreed at November EWG meeting. Updated on a two monthly basis in line with EWG meetings   | Draft action plan produced and distributed for comment at November meeting  | Sign off and bi-monthly updates/monitoring through meeting process   |   |
|   | Produce annual equalities report for discussion at Lewisham Stronger Communities Partnership Board | 30 April 2016. And then every year thereafter                                | VAL (with input from funded equalities groups)   | Annual report submitted for discussion at each Summer meeting of the Stronger Communities Partnership Board  |   |  |   |
|   | Monitor progress of VCS contribution to the 5 CES objectives                                       | Quarterly following on from Main Grants organisations monitoring submissions | VAL, Main Grant funded groups, LBL lead officers | Evidence base of how VCS contributes to meeting the 5 CES 2012-16 objectives, to then be fed in to Safer Stronger Communities Select Committee on a periodic basis | Currently collating a baseline of information from equalities organisations, which will help inform gaps in provision and identify priorities | Interrogate information to identify additional actions, opportunities and concerns – disseminate information both up and down the 'chain'<br><br># There are a number of outcomes/outputs/measures |   |

|   |   |                        |                                  |   |  |   |  |
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|   |   |                        |                                  |   | for inclusion within this action plan #  | below that hinge upon this baseline exercise  |  |
|   | Utilise EWG as a platform for engagement for new 2016-20 CES              | Ongoing                | EWG                              | Effective conduit of real information to help inform the CES process, and to evidence it's objectives         | Timothy Andrew who is leading on the CES 2016-20 presented at the 29 September 2015 meeting. It has been highlighted that the EWG will play a key part in evidencing CES progress. | Continue to work with Tim on the development of the new scheme, to ensure that EWG is fit for purpose to contribute. Suggest EWG reports to SSCSC at the opposite time of the year to CES to keep equalities on the agenda          |  |
|   | Provide peer support (and challenge) to EWG members                       | Continuous (as needed) | VAL and EWG                      | Inclusive and sharing body of experts that help each other for the betterment of others                       | VAL have offered to provide 1:1 support to EWG organisations as needed   |   |  |
|   |   |                        |                                  |   |  |   |  |
| <b>1. Tackling victimisation and discrimination</b> | Monitor trends or spikes in victimisation and discrimination              | Each meeting           | EWG, Police and LBL              | EWG members, Police and LBL hate crime lead reporting current trends, hot spots, issues.                      |  | Information to be gathered with relevant issues highlighted up to decision and policy makers, including SCPB. VAL to consider initiating an updated analysis of victimisation and discrimination in the Borough to provide baseline |  |
|   | Respond to trends or spikes in victimisation and discrimination           | As required            | EWG, Police, LBL and funded orgs | Collective, considered responses/interventions to trends and hot-spots  |  |   |  |
|   | EWG members to assist each other to achieve stated monitoring outputs– to | As required            | EWG, LBL                         | EWG members achieving stated targets, and working effectively in partnership to mitigate any underperformance | Two groups are currently missing targets within quarterly monitoring and LBL officers are  | To be updated next quarter  |  |

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|  | include troubleshooting   |              |          |   | working with them to address  |  |  |
|  | Effective representation on relevant strategic groups                     | As required  | EWG      | Relevant organisations included in groups such as the Hate Crime Forum, Stop and Search Group   |   |  |  |
|  | EWG members to have clearly communicated services                         | Ongoing      | EWG      | Equalities signposting service hosted on the VAL website, and updated as necessary. EWG members to have effective (and relevant) communication methods                                | LPF have updated their 'Older Person's Information Directory' which includes a large number of details of relevant partner agencies | Website to be live by Feb 2016   |  |
|  |   |              |          |   |   |  |  |
| <b>2. Improving access to services</b> | Understand the training needs of the VCS around equalities                | January 2015 | EWG, LBL | Completed Training Needs Assessment of VCS main grants funded groups  |   |  |  |
|  | Delivery of relevant equalities training to VCS organisations             | Spring 2016  | EWG, VAL | Trustees and staff from organisations that require training and support have attended relevant sessions   |   |  |  |
|  | Feedback and further development work around equalities training          | Summer 2016  | EWG, VAL | Feedback and updates received from organisations that have received training, detailing what benefits there have been, the impact and any identifying any further developmental needs |   |  |  |
|  | Effective communication of services available from equalities groups (and | Ongoing      | EWG      | Equalities training and signposting service hosted on the VAL website, and updated as necessary. EWG and its members  | LPF have updated their 'Older Person's Information Directory' which includes a large  | Website to be live by Feb 2016<br>Training opportunities to be communicated by early Spring 2016 |  |

|                                       |  |         |     |   |  |  |  |
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|                                       | also the EWG)  |         |     | to have effective (and relevant) communication methods of services, support and training opportunities                          | number of details of relevant partner agencies, and information about their financial fairs and IT training.   |  |  |
|                                       | Sharing best practice relating to alternative service providers                                | Ongoing | EWG | VCS organisation and potential service users aware of alternative service providers that can help improve their quality of life | Community connections are helping join individuals up with community groups and services, supported via a CC facilitator of volunteer. Clients are also being referred to befriending and timebanking services where appropriate, alongside community transport and volunteer drivers. | Case study to be included in annual report   |  |
| <b>3. Closing the gap in outcomes</b> | Ensure that forums have an infrastructure, to work in partnership with public sector providers | Ongoing | EWG | Forums have relevant VCS/Equalities representation  | Stronger Communities Partnership Board is currently revising it's make-up  |  |  |
|                                       | EWG members to help direct their service users to complementary services                       | Ongoing |     | More people accessing relevant services that have a positive impact on their quality of life *                                  | Community Connections has signposted people to CAB, Advice Lewisham and Age UK<br>AgeUK has referred 51  | Tie into current Advice review<br><br>* All interlinked around initial baseline exercise | 40 service users at LMLAS reported their wellbeing had improved as a result of their assistance during the period July - |

|   |  |         |   |   |   |  |                |
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|   |  |         |   |   | people to relevant agencies (Jul-Sept 15)   |  | September 2015 |
|   | Assist eligible service users access benefits and entitlements | Ongoing | LDC, LRMN, LMLAS                            | More eligible people accessing benefits and entitlements *  | Over the period July-September 2015; LDC have assisted service users to access over £170k in Age UK carried out 210 benefits checks for older people LMLAS helped 156 users complete benefits claims, and realised £38,569 of additional benefits for their clients | * All interlinked around initial baseline exercise |                |
|   | Assist service users into education and employment             | Ongoing | EWG   | More people moving into education and employment as a result of appropriate training to help bridge the gap *   | During the period July –September 2015; LRMN supported 10 clients into employment, and have signed 20 people up to it's ESOL course.  | * All interlinked around initial baseline exercise |                |
| 4. Improving mutual understanding and respect | Help organisations work together at a neighbourhood level      | Ongoing | EWG, Grant funded neighbourhood groups, LBL | Organisations working at a neighbourhood level have better understanding and engagement skills to help deliver community development to the whole community |   | EWG to take part in next Neighbourhood event       |                |
|   | Connect with   | January | EWG,  | Local demography is   |   |  |                |

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|  | neighbourhood organisations in areas where there are identified low levels of representation   | 2015 onwards | Neighbourhood groups, LBL, Assemblies | represented effectively in local community development and engagement (such as Local Assembly programme)                                |  |  |  |
|  | Key events held that highlight multi-culturalism and the equalities agenda   | Ongoing      | EWG                                   | Lewisham community is aware of and involved in multi-cultural events that embrace individuality and challenge stereotypes               | Info needed on Black History Month, Refugee Week, Disability History month etc | Where possible events should be delivered in partnership |  |
|  | Identify key role models across the protected characteristics that can be champions and/or case studies                              | March 2016   | EWG                                   | At least one positive, relevant case study per protected characteristic produced and communicated                                       |  |  |  |
|  |  |              |                                       |   |  |  |  |
| 5. Increase participation and engagement | Collate and share examples of good practice in terms of engagement and increasing participation across the protected characteristics | March 2016   | EWG                                   | Best practice engagement examples available to VCS organisations and partners to help guide engagement practices                        |  |  |  |
|  | EWG and LBL to understand where there are gaps in provision (geographic, demographic)  | March 2016   | EWG, LBL                              | Overall picture of participation across the characteristics, including participatory opportunities, to be included within Annual Report |  |  |  |
|  | Develop key  | May 2016     | EWG, LBL,                             | More representative   |  | * All interlinked around initial                         |  |

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|  | interventions (based upon the two actions above) in areas where engagement and participation is low |             | funding bodies           | client/participatory base *  |  | baseline exercise   |  |
|  | Help EWG coordinate effective training and volunteering opportunities to build capacity             | May 2016    | EWG, LBL, VCL            | More volunteers working within EWG organisations allowing higher numbers of clients/users to be served * |  | * All interlinked around initial baseline exercise  |  |
|  | Help communicate complimentary opportunities to clients   | Ongoing     | EWG, Grant Funded groups | More people being aware of the opportunities and services available to them *                            |  | * All interlinked around initial baseline exercise  |  |
|  | Assist in making Lewisham consultation responses as representative as possible                      | As required | EWG                      | More balanced and representative public consultation responses *   |  | LBL consultation lead to be invited to future EWG meeting<br>* All interlinked around initial baseline exercise |  |
|  |   |             |                          |  |  |   |  |

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## EqualiTeam Lewisham Delivery Plan – November 2015 – April 2016

EqualiTeam Lewisham has a vision:

*“A thriving local community where people can work, live, play and learn and realise their full potential and make a positive contribution to their local community”*

And as such is committed to:

*“Enable social cohesion, fairness and equality with a particular focus on the African and Caribbean community. Working in partnership with different groups and organisations to achieve harmony, equality of opportunity and fair access to services for all.”*

### **Engagement and Representation**

EqualiTeam Lewisham aims to effectively engage and communicate with the African and Caribbean community (which makes up approximately a third of Lewisham residents), helping ensure equality of opportunity and representation.

| Theme   | Activity  | Outcomes/outputs   | Nov-Dec 2015 |        | Jan-Feb 2016 |        | Mar-Apr 2016 |        |
|---|---|--|--------------|--------|--------------|--------|--------------|--------|
|   |   |  | Target       | Actual | Target       | Actual | Target       | Actual |
| Help to deliver a more representative volunteer workforce within Lewisham | Work with the Volunteer Centre Lewisham to provide tailored support to aspiring volunteers from the African and Caribbean community | 50 new volunteers identified<br><b>Introduce a Community Champions Volunteering Scheme based on existing models</b>                | 10           |        | 20           |        | 20           |        |
|   |   | Tailored training plan developed and delivered to 50 new volunteers identified above<br><b>Link into Volunteer Centre Training</b> | 10           |        | 20           |        | 20           |        |

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|                               |                               | <b>schemes or facilitate training at the Moonshot Centre/Other venues</b>  |     |  |     |  |     |  |
|                               |                               | Volunteers placed in appropriate voluntary roles across Lewisham (preferably where they'll help balance representation of community served)<br><b>Identify support needs of key organisations/<br/>Obtain listing of upcoming community events where volunteers are required</b> | 10  |  | 20  |  | 20  |  |
|                               |                               | 500 volunteer hours delivered by above new volunteers<br><b>Identify support needs of key voluntary organisations/<br/>Obtain listing of upcoming community events where volunteers are required</b>   | 100 |  | 200 |  | 200 |  |
| <b>Help to deliver a more</b> | <i>Work with a Governance</i> | 10 aspiring board members/trustees   | 2   |  | 4   |  | 4   |  |

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| <b>representative<br/>volunteer<br/>workforce within<br/>Lewisham</b> | <i>Specialist Advisor</i> | identified from the African and Caribbean communities<br><b>Solicit individuals whom are active in the community</b>  |   |  |   |  |   |  |
|   |                           | Tailored programme of training conducted, addressing skills sets and governance (for above 10 aspiring volunteers)<br><b>Delivered by Governance Specialist Advisor</b>                   | 2 |  | 4 |  | 4 |  |
|   |                           | At least 6 of the 10 trained aspiring board members/trustees, elected on to boards of Lewisham voluntary orgs<br><b>Identify skills gaps/support needs of key voluntary organisations</b> | 0 |  | 2 |  | 4 |  |
|   |                           | 5 voluntary sector organisations identified who want to work with a more representative cross-section of their  | 5 |  | 0 |  | 0 |  |

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|  |   | community<br><b>Form a partnership body</b>  |    |  |     |  |     |  |
|  |   | Training delivered with organisations to help their outreach work and communication with the African and Caribbean community<br><b>Training for the partnership body</b> | 0  |  | 5   |  | 0   |  |
| <b>Help to deliver a more representative volunteer workforce within Lewisham</b> | <i>Work with the Rushey Green Time Bank to provide suitable support for aspiring African and Caribbean time bankers</i> | 50 prospective African and Caribbean time-bankers identified and taken through the registration process with RGBT<br><b>6 months joint Project</b>                       | 10 |  | 20  |  | 20  |  |
|  |   | 250 hours of support delivered by new time-bankers<br><b>6 months joint Project</b>  | 50 |  | 100 |  | 100 |  |
|  | <i>Work with the Rushey Green Time Bank to extend the reach of the Community Card to more African and</i>               | 50 new businesses run by the African and Caribbean community identified and then signed up to the Lewisham Community Card  | 10 |  | 20  |  | 20  |  |

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|  | <i>Caribbean businesses across the Borough</i>  | <b>6 months joint Project</b>  |  |  |                    |  |  |  |
| <b>Help to deliver a more representative volunteer workforce within Lewisham</b> | <i>Work within the organisation to ensure that EqualiTeam Lewisham is a volunteer run and lead organisation</i> | Volunteer roles identified with Job descriptions and Person Specifications written<br><b>Meeting with Equaliteam Board/Staff – Liaise with HR Company as appropriate</b>               | Roles Identified                             |  | JD/PS written      |  | Roles filled                           |  |
|  | <i>Work with a Governance Specialist Advisor</i>  | Applications and Interviews held for key roles, particularly any board roles and/or those that support the work within this delivery plan<br><b>Identify recruitment panel members</b> |  |  | Members identified |  |  |  |
|  | <i>Work with a Governance Specialist Advisor</i>  | Skills audit completed of new and existing volunteers to identify and then deliver suitable volunteer training (in partnership with Lewisham volunteer agencies)                       | Skills audit of current volunteers completed |  |                    |  | Skills audit of new recruits completed |  |

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|  |   | <b>Robust training plan in place and training delivered</b>   |   |  |                   |  |    |  |
| <b>Help to deliver a healthier and more active African and Caribbean community</b> | <i>Work with Lewisham's Cultural Development service to promote and engage relevant activities to increase representation and access from African and Caribbean residents</i> | Work with the Lewisham Development Officer (sport) to ensure that Lewisham Mini Marathon trials entrants from the African and Caribbean communities more from 10% to a more representative 40% - facilitating and necessary extra development work and communication (based on last years figures this represents an additional 35 young people from this community)<br><b>6 months Partnership project</b> | Communication, engagement and marketing |  |                   |  | 35 |  |
| <b>Help to deliver a healthier and more active African and Caribbean community</b> | <i>Work with Lewisham leisure contractors</i>   | Understand the cultural barriers and programming that is prohibiting the usage of Leisure facilities being representative of the demographic make-up of the   | Focus group work set up                 |  | Findings reported |  |    |  |

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|  |  | borough<br><b>Conference</b>  |  |  |   |  |  |  |
|  |  | Identify and support key interventions within the Leisure sector to help address this imbalance<br><b>Conference/Action Plan/ and Review and follow up Conference</b>   |  |  | Utilise intelligence to assist contractors<br>Annual Service Plan |  |  |  |
|  |  | Work with Main Grants funded organisations under the 'Widening access to Arts and Sport' to help ensure that their programmes have a representative take up. Linking them in with key African and Caribbean groups and communities, and helping communicate the offer<br><b>Monitoring exercise with visits with 1-to-1 support as required supported by Lewisham Leisure contractors</b> | Initial communications and support offered |  | 1-2-1 meetings as needed  |  | Development work carried out as required |  |

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| <p><b>Help to deliver a healthier and more active African and Caribbean community</b></p>   | <p><i>Engage with the new Healthwatch campaign to help identify people within the African and Caribbean community that don't have English as a first language</i></p> | <p>Approximately 6% of Lewisham residents come from African and Caribbean communities and don't have English as their first language within their household. Working with Healthwatch and Lewisham Multi-lingual Advice Service, aim to facilitate 30 of these residents to engage with Lewisham Healthwatch<br/> <b>Facilitate 4 x Open/Advice days across Lewisham</b></p> | <p>10</p>   |  | <p>10</p>   |  | <p>10</p>  |  |
| <p><b>Play an active part within the Equalities Working Group, working effectively with other equalities organisations to ensure that their work is also representative and well communicated</b></p> | <p><i>Work with Lewisham Pensioners Forum to help ensure an equitable service</i></p>   | <p>Relevant percentage of LPFs targets, dependent on recent demographic information<br/> <b>Sit on/Advise Lewisham Pensioners Forum/Publish outcomes on Website</b></p>  | <p>Work with Lewisham Pensioners Forum to identify any gaps</p> |  | <p>Develop plan for increasing reach, access and representation</p> |  | <p>Feed back joint working and successes to Equalities Working Group</p> |  |
|   | <p><i>Work with Lewisham Multi-</i></p>   | <p>Relevant percentage of LMLASs targets,</p>  | <p>Work with Lewisham Multi-</p>                                |  | <p>Develop plan for increasing reach,</p>                           |  | <p>Feed back joint working and</p>                                       |  |



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|  | <i>lingual Advice Service to help ensure an equitable service</i>                         | dependent on recent demographic information<br><b>Sit on/Advise Lewisham Multi-lingual Advice Service/ Publish outcomes on Website</b>                                     | lingual Advice Service to identify any gaps                         |  | access and representation                                    |  | successes to Equalities Working Group                             |  |
|  | <i>Work with Lewisham Refugee and Migrant Network to help ensure an equitable service</i> | Relevant percentage of LRMNs targets, dependent on recent demographic information<br><b>Sit on/Advise Lewisham Refugee and Migrant Network Publish outcomes on Website</b> | Work with Lewisham Refugee and Migrant Network to identify any gaps |  | Develop plan for increasing reach, access and representation |  | Feed back joint working and successes to Equalities Working Group |  |
|  | <i>Work with Lewisham Disability Coalition to help ensure an equitable service</i>        | Relevant percentage of LDCs targets, dependent on recent demographic information<br><b>Sit on/Advise Lewisham Pensioners Forum/ Publish outcomes on Website</b>            | Work with Lewisham Disability Coalition to identify any gaps        |  | Develop plan for increasing reach, access and representation |  | Feed back joint working and successes to Equalities Working Group |  |
|  | <i>Work with the Metro Centre to help ensure an equitable service</i>                     | Relevant percentage of Metro's targets, dependent on recent demographic information  | Work with the Metro Centre to identify any gaps                     |  | Develop plan for increasing reach, access and representation |  | Feed back joint working and successes to Equalities Working Group |  |

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|  |  | <b>Sit on/Advise Metro Centre /Publish outcomes on Website</b>   |  |  |  |  |   |  |
|  | <i>Work with the Stephen Lawrence Centre to help ensure an equitable service</i> | Potential funnelling and co-production of Stephen Lawrence Centre's targets<br><b>Assist with shaping the BME Forum/Follow up activities</b>   | Work with Stephen Lawrence Centre to identify any gaps |  | Develop plan for increasing reach, access and representation |  | Feed back joint working and successes to Equalities Working Group |  |
|  | <i>Represent and feed in the views of the African and Caribbean communities</i>  | Hold quarterly forums for African and Caribbean groups, residents and communities (in partnership with the Stephen Lawrence Centre) to help identify key issues, and communicate opportunities. Feeding this information into the Equalities Working Group.<br><b>Identify 4 venues including Stephen Lawrence and Moonshot Centre/Hold 1<sup>st</sup> quarterly forum in January 2016</b> | Develop agenda, and communicate to groups              |  | 1 <sup>st</sup> Forum held                                   |  | Follow up actions identified, and fed into wider EWG action plan  |  |

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|   | <i>Identify, develop and communicate effective case studies and champions for each protected characteristic</i>   | Run a role models campaign to identify prospective candidates, and then develop effective case studies that cover all<br><b>Work with Forums as identified above to produce case studies/promote case studies on Website/Showcase at events</b>                                 | Work with organisations to identify potential role models                    |  | Run a workshop for potential candidates to explore how they can play a part in being champions |  | Develop and communicate effective, powerful case studies across the characteristics |  |
| Engage effectively with the Lewisham 2015 Civic Leadership programme and Operation Black Vote to widen the pool of people from African and Caribbean communities that apply for and then take up roles in civic leadership in all areas and at all levels | <i>Work to expand the reach of the current programme, seeking to create a more representative profile across civil leadership roles. Particularly; School Governors, Youth Offending Service Community Panel, Lay Visitors, Magistrates and various Police boards (Safer Neighbourhood Teams, Consultative committee)</i> | Work with the Lewisham Governors Service to identify and train suitable candidates from the African and Caribbean community to help move towards ensuring that Schools have Boards of Governors that are representative of their pupils.<br><b>6 months partnership project</b> | Develop a recruitment campaign in tandem with the Lewisham Governors Service |  |  |  |   |  |

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| <p><b>Engage with the Positive Ageing Council to increase representation by African and Caribbean communities</b></p> | <p><i>Working with the POSAC officer to help identify the barriers to participation particularly with regards to men, and also look to identify suitable candidates to be included within the Steering Group to make that representative of the demographic (60+)</i></p> | <p>20 more male members/attendees of the Positive Ageing Council from the African and Caribbean Communities<br/><b>Solicit members that are active in their communities</b></p>          | 5  |  | 5 |  | 10 |  |
|   | <p><i>Work with African and Caribbean Elders specialist advisor</i></p>   | <p>One third of the POSAC steering group to be from the African and Caribbean community with half of these to be men<br/><b>Solicit members that are active in their communities</b></p> | Meet with POSAC chair to explore the best way forwards |  |   |  |    |  |
|   |   | <p>Additional information acquired through the African and Caribbean Forum regarding issues and what people want to be fed into the POSAC</p>  | 1  |  | 2 |  | 1  |  |

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|  |   | steering group to help them understand the needs of the older people<br><b>4 targeted consultation events</b>       |  |  |    |  |    |  |
| <b>Engage with the Lewisham Young Mayor's team to increase the representation on the Advisors Panel from African and Caribbean communities</b> | <i>Working with the Young Mayor and the Young Mayors Team to identify key areas where advisors are lacking in representation (wards, schools etc). And then look to target engagement opportunities to help ensure that young people are identified to become Advisors, and get a better understanding of what local young African and Caribbean communities want delivered in their areas.</i> | 20 additional Young Mayor's Advisors identified from under-represented areas<br><b>3 months partnership project</b> | Meet with young mayor and young mayors team to identify gaps in representation |  | 10 |  | 10 |  |
|  |   | Intelligence shared with Young Mayor's  | Linking of websites, social networking   |  |    |  |    |  |

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|  |  | team on all relevant opportunities that are available for young people within the African and Caribbean Community and organisations.<br><b>Website/online</b>   | and forum information                                |  |   |  |  |  |
| <b>Engage with the Ward Assemblies programme to increase the representation from African and Caribbean communities being engaged through the meeting process and also involved in the Coordinating groups.</b> | <i>Working with the Assembly Co-ordinators and local Neighbourhood Development organisations to identify appropriate communication and engagement to attract increased participation</i> | All assemblies to be better representative in terms of attendance and consultation of their ward profile (measured through evaluation forms)<br><b>Collect/Consolidate relevant monitoring forms to obtain key information with Officers and then look to develop a priority list</b> | Work with the Assemblies Manager to identify targets |  | Follow up with key 'skewed' areas by meeting with coordinating groups to help develop new engagement techniques/practices |  |  |  |
|  | <i>Work with all Lewisham Community Cohesion and Engagement Officers</i>   | All assemblies to have fully representative coordinating groups based upon up to date ward profile demographic data<br><b>Identify vacancies and representative shortages</b>   | As above   |  | As above  |  |  |  |

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| <p><b>Engage with the Youth Service, Young Mayors Team, the Police and Youth Offending Service to help identify and then deliver relevant interventions for young African and Caribbean residents</b></p> | <p><i>Conduct in partnership with relevant agencies, a targeted series of engagement activities to help develop relevant interventions to reduce loitering, ASB and crime within the young African and Caribbean community</i></p> | <p>Minimum 5 targeted programmes devised and delivered in partnership with identified delivery agencies, aimed at disrupting common misbehaviour in identified hot spots<br/><b>Partnership meeting with Forum developed/Identify any pilot projects that can be built upon</b></p> | <p>Partnership work set up to identify key areas of work</p>        |  | 2  |  | 3                                    |  |
|   |  | <p>Key role models identified within other attractive services (ie Steve Bucknall, London Thunder) to help front interventions and raise profile<br/><b>Local intelligence/Case studies</b></p>   | <p>Services identified and recruitment of role models commenced</p> |  | Role models identified   |  | Case studies and workshops delivered |  |
|   | <p><i>Work with Youth Offending/Youth Work specialist</i></p>  | <p>Identify and train (and reward) young role models that are currently involved within the undesirable activities, that can</p>  | <p>Identify potential candidates through YOS/YS</p>                 |  | Develop incentive scheme to provide 'carrot' for potential role models |  | Role models identified               |  |

|  |  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|
|  |  | show a 'different' way<br><b>Look at other 'incentive scheme' models</b> |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|



## **LGBT Provision for Lewisham residents, workers and learners**

### **Activities/Services**

#### ***Lewisham based (LGBT centric)***

##### **Jacky's Jukebox @ The Rivoli Ballroom**

Jacky Logan - 07715 421349 - [jacky@jackysjukebox.co.uk](mailto:jacky@jackysjukebox.co.uk) - [www.jackysjukebox.co.uk/](http://www.jackysjukebox.co.uk/)

First Saturday of the month, 7.30pm-12.00am, Rivoli Ballroom, 350 Brockley Road, SE4 2BY

Featuring different styles of dancing including Salsa, Ballroom, Latin, Country, 70's line dances, Old time and Argentinean Tango

##### **The Magic Theatre @ The Rivoli Ballroom**

[www.magic-theatre.co.uk](http://www.magic-theatre.co.uk)

Costume ball for people of all gender identities. See the website for the next date. Rivoli Ballroom, 350 Brockley Road, London SE4 2BY

##### **TAGS - Swimming**

Every Friday 8.30-10.00pm, Glass Mill Leisure Centre, 41 Loampit Vale, Lewisham SE13 7FT

London Transgender and Gender non-conforming swimming group

##### **TransPals**

[www.transpals.org.uk](http://www.transpals.org.uk)

Every Friday 8.00pm, The Café, Glass Mill Leisure Centre, 41 Loampit Vale, Lewisham SE13 7FT

Social and support group for transgender people across South London

##### **LB Lewisham LGBT Forum**

[lgbt@lewisham.gov.uk](mailto:lgbt@lewisham.gov.uk)

Provides a platform for employees to share ideas and best practice and support each other in order to improve working life across the organisation. Also provides support and advice on workplace issues (e.g. bullying, mentoring, etc.)

#### ***Lewisham based (complementary services, not LGBT centric)***

##### **Africa Advocacy Foundation**

76 Elmer Road, Catford SE6 2ER - [www.africadvocacy.org](http://www.africadvocacy.org) - 020 8698 4473

Information, advice and support for disadvantaged people

Including Sexual Health services for African men who have sex with men, HIV advice, counselling and testing, female genital mutilation support group and women's mental health group

##### **HIV Peer Support Group**

Wednesday, 4.00-6.00pm @ 76 Elmer Road, Catford SE6 2ER

Friday, 4.00-7.00pm @ 170 New Cross Road, London SE14 5AE

##### **HIV services at Lewisham Hospital**

You can refer yourself to this service by emailing [Lh.alexiscclinic@nhs.net](mailto:Lh.alexiscclinic@nhs.net) or calling 020 3192 6752. You can also get a referral from any healthcare professional.

Every Monday, Tuesday, Thursday & Friday 9am - 5pm and  
Wednesdays 1pm - 5pm  
The Alexis Clinic is Lewisham Hospital's centre for treating outpatients and  
inpatients with HIV (aged 16+) in a confidential, comprehensive and patient-  
centred manner  
Alexis Clinic, 2nd Floor, Pink Zone, Lewisham Hospital, High Street,  
Lewisham, London SE13 6LH

***London based (LGBT centric)***

**METRO Zest**

020 8305 5004 – [www.metrocentreonline.org](http://www.metrocentreonline.org) - [youth@metrocharity.org.uk](mailto:youth@metrocharity.org.uk)  
Friday 4.30-6.30pm – 141 Greenwich High Road, London SE10 8JA  
For under 16s from Bexley, Bromley, Greenwich or Lewisham, Zest has a  
great space to chill-out, socialise and meet other young (LGBTQ) people and  
take part in a number of fun and rewarding activities and trips chosen by its  
group members.

**METRO Live**

020 8305 5004 – [www.metrocentreonline.org](http://www.metrocentreonline.org) - [youth@metrocharity.org.uk](mailto:youth@metrocharity.org.uk)  
Friday 7.00-9.00pm – 141 Greenwich High Road, London SE10 8JA  
For young people aged 16-25 from Lewisham. You can meet other young  
people, take part in workshops, projects, and get support on any personal or  
practical matter

**METRO Fifty Plus**

020 8305 5000 - [www.metrocentreonline.org](http://www.metrocentreonline.org) – [norman@metrocharity.org.uk](mailto:norman@metrocharity.org.uk)  
Last Tuesday of the month, 2.00-4.00pm - 141 Greenwich High Road,  
London SE10 8JA  
Social and support group for the over 50's

**TAGS - Body Positive Yoga**

Every Wednesday 8.00-9.00pm - Greenwich West Community and Arts  
Centre, 141 Greenwich High Road, London, SE10 8JA  
Yoga in a supportive, spiritual environment for all

**The Pink Jukebox**

<http://www.pinkjukebox.co.uk/>

The Pink Jukebox is a Ballroom and Latin dance club for members of the  
LGBT community and their friends; the 2<sup>nd</sup> and 4<sup>th</sup> Sunday of each month at  
La Cantina, 4 Wild Court, London WC2B 4AU.

**Opening Doors London**

[www.openingdoorslondon.org.uk](http://www.openingdoorslondon.org.uk)

Befriending service, socials and signposting for older LGBT people

**4.4.3 Support and Resources**

***Lewisham based (LGBT centric)***

**LGBT Liaison Officer for Lewisham Police**

PC Susan Hailes - [LGBT-PL@met.police.uk](mailto:LGBT-PL@met.police.uk) 07872 677947

Please contact for advice or to report an LGBT hate incident/crime.

There are drop in events as follows;

**Coffee Afternoon** (1<sup>st</sup> Thursday of the month) - 2-5pm, Costa Coffee, 99-105 Rushey Green, Catford SE6 4AF

**Early Evening Coffee** (2<sup>nd</sup> Wednesday of the month) - 6-8pm, The Green Man 355 Bromley Road, London SE6 2RP

And the Lewisham LGBT Liaison Officers can be followed online for details of more events [www.facebook.com/lewisham.lgbtofficers](http://www.facebook.com/lewisham.lgbtofficers)

***Lewisham based (complementary services, not LGBT specific)***

**Reporting Hate Crime**

You can report hate crime anonymously and quickly via the Lewisham Council website here: <http://bit.ly/1EKj4mV>

**Third Party reporting of hate crime**

You can see a list of (non-police) third party hate crime reporting sites for Lewisham via the Lewisham Council website here: <http://bit.ly/1e554yA>

**Athena**

0800 1124052 - [www.refuge.org.uk/athena](http://www.refuge.org.uk/athena)

Domestic violence advice and support for women and girls aged 13 and over, or men aged 16 and over, including LGBT living in Lewisham borough.

**Bromley and Lewisham Mind**

0203 228 0760 - [lewishamcss@blmind.org.uk](mailto:lewishamcss@blmind.org.uk) - [www.blmind.org.uk](http://www.blmind.org.uk)

Support for people with mental health issues.

Services include peer support groups, information, advice, advocacy, courses, volunteering and assistance accessing other services and opportunities.

Adults over 18 can be referred to Mind from their GP, voluntary or community organisations such as Community Mental Health teams, or if you are already receiving support from your GP you can contact them direct.

**IAPT Lewisham**

For coping strategies and assistance with low self esteem, panic attacks, anxiety, sleep problems, stress, phobias, obsessive compulsive disorder, low mood, experience of a traumatic event, loss and grief and depression due to unemployment or relationship problems.

You can self refer online to IAPT via:

<https://slam-iapt.nhs.uk/lewisham/welcome-to-iapt-lewisham/>

***London based (LGBT centric)***

**The Metro Centre**

020 8305 5000 - [www.metrocentreonline.org](http://www.metrocentreonline.org) - 141 Greenwich High Road, London SE10 8JA

Offer a wide range of services from social groups to advocacy and support for victims of hate incidents or crimes, mental health support and counselling as well as a mental health drop-in group, social drop-ins, HIV support, sexual health counselling and testing, free condoms, African services, liaison with police/housing/colleges and schools.

**Metro Juice**

Fred 020 8305 5009 - [www.metrocentreonline.org](http://www.metrocentreonline.org) – [juice@metrocharity.org.uk](mailto:juice@metrocharity.org.uk)

METRO's free and confidential alcohol advice and counseling service for young people, aged 11-25, who identify as LGBT or may be questioning their sexual or gender identity and who live in the South East London area.

**LGBT Jigsaw**

[www.lgbtjigsaw.net](http://www.lgbtjigsaw.net)

A one-stop-shop for young LGBT people across London who are homeless or having trouble at home.

**Planet London**

Listings and events for lesbian and bisexual women in London [www.planet-london.com](http://www.planet-london.com)

**London Friend**

<http://londonfriend.org.uk>

Counseling and support around issues such as same-sex relationships, sexual and gender identity and promoting personal growth and self-confidence. Home to Antidote - the UK's only LGB&T drug and alcohol service. Social groups providing a safe space to meet and socialise as an alternative to the bar and club scene.

**Mermaids**

[www.mermaidsuk.org.uk](http://www.mermaidsuk.org.uk)

Mermaids is a support group to help children, teenagers and their families to deal with gender identity issues

**Albert Kennedy Trust**

For homeless LGBT youth aged 16 to 25. 020 7831 6562 [www.akt.org.uk](http://www.akt.org.uk)

**GALOP**

Advice and support for homo/bi/transphobia, sexual abuse, domestic violence or abuse, police issues or criminal justice questions, advocacy with organisations such as councils. [www.galop.org.uk](http://www.galop.org.uk) – 0207 704 2040 - [info@galop.org.uk](mailto:info@galop.org.uk)

**Sola**

Survivors of Lesbian Partnership Abuse 0207 328 7389 (ask for SOLA)

**PACE**

LGBT mental health charity - offers free LGBT domestic abuse counselling to people who have been victims of domestic abuse [www.pacehealth.org.uk](http://www.pacehealth.org.uk)

***Nationally based (LGBT centric)***

**Stonewall**

Information and campaigning for LGBT rights [advice@stonewall.org.uk](mailto:advice@stonewall.org.uk) - [www.stonewall.org.uk](http://www.stonewall.org.uk)

**Stonewall Housing**

Specialist LGBT housing advice and support provider 020 7359 6242 - [info@stonewallhousing.org](mailto:info@stonewallhousing.org)

**Broken Rainbow**

LGBT specific domestic abuse charity - 0300 999 5428. (Also has a transgender specific service on Tuesdays from 1 to 5pm)

[www.brokenrainbow.org.uk](http://www.brokenrainbow.org.uk)

**Switchboard, the LGBT+ helpline**

<http://switchboard.lgbt>

Information, support and referral service for lesbians, gay men, bisexual and trans people and anyone who needs to consider issues around their sexuality

**The Gender Trust**

<http://gendertrust.org.uk>

The Gender Trust is a listening ear, a caring support and an information centre for anyone with any question or problem concerning their gender identity, or whose loved one is struggling with gender identity issues.

**The Beaumont Society**

[www.beaumontsociety.org.uk](http://www.beaumontsociety.org.uk)

A national self help body run by and for the transgender community

**FFLAG**

Supporting the friends and families of lesbians, bisexuals and gay men

[info@fflag.org.uk](mailto:info@fflag.org.uk) - 0845 652 0311

***Internationally based (LGBT centric)*****It gets better**

[www.itgetsbetter.org](http://www.itgetsbetter.org)

The project was created to show young LGBT people the levels of happiness, potential, and positivity their lives will reach – if they can just get through their teen years.

**What's in your closet**

[www.whatsinyourcloset.co.uk](http://www.whatsinyourcloset.co.uk)

A resource pack for LGBT young people who are coming out or have done so, and their parents, families, teachers and youth workers.

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# Agenda Item 6

| Safer Stronger Communities Select Committee |                                 |                  |   |
|---|---------------------------------|------------------|---|
| Title                                       | Select Committee work programme |                  |   |
| Contributor                                 | Scrutiny Manager                | Item             | 7 |
| Class                                       | Part 1 (open)                   | 30 November 2015 |   |

## 1. Purpose

To advise Members of the proposed work programme for the municipal year 2015/16, and to decide on the agenda items for the next meeting.

## 2. Summary

- 2.1 At the beginning of the new administration, each select committee drew up a draft work programme for submission to the Business Panel for consideration.
- 2.2 The Business Panel considered the proposed work programmes of each of the select committees on 28 April 2015 and agreed a co-ordinated overview and scrutiny work programme. However, the work programme can be reviewed at each Select Committee meeting so that Members are able to include urgent, high priority items and remove items that are no longer a priority.

## 3. Recommendations

3.1 The Committee is asked to:

- note the work plan attached at **Appendix B** and discuss any issues arising from the programme;
- specify the information and analysis required in the report for each item on the agenda for the next meeting, based on desired outcomes, so that officers are clear about what they need to provide;
- review all forthcoming key decisions, attached at **Appendix C**, and consider any items for further scrutiny;

## 4. The work programme

4.1 The work programme for 2015/16 was agreed at the Committee's meeting on 20 April 2015.

4.2 The Committee is asked to consider if any urgent issues have arisen that require scrutiny and if any existing items are no longer a priority and can be removed from the work programme. Before adding additional items, each item should be considered against agreed criteria. The flow chart attached at **Appendix A** may help Members decide if proposed additional items should be added to the work programme. The Committee's work programme needs to be achievable in terms of the amount of meeting time available. If the Committee agrees to add additional item(s) because they are urgent and high priority, Members will need to consider

which medium/low priority item(s) should be removed in order to create sufficient capacity for the new item(s).

## 5. The next meeting

5.1 The following reports are scheduled for the meeting on 19 January 2015:

| Agenda item  | Review type            | Link to Corporate Priority   | Priority |
|--|------------------------|--|----------|
| <b>Poverty review evidence session</b>                   | In-depth review        | Community leadership; inspiring efficiency, effectiveness and equity | High     |
| <b>Local police and fire brigade</b>                     | Performance monitoring | Safety, security and a visible presence                              | Medium   |
| <b>Lewisham Disability Coalition Hate Crime Research</b> | Standard item          | Community leadership; inspiring efficiency, effectiveness and equity | High     |
| <b>Main Grants Programme 2016-17</b>                     | Performance monitoring | Inspiring efficiency, effectiveness and equity                       | Medium   |

5.2 The Committee is asked to specify the information and analysis it would like to see in the reports for these items, based on the outcomes the Committee would like to achieve, so that officers are clear about what they need to provide for the next meeting.

## 6. Financial Implications

There are no financial implications arising from this report.

## 7. Legal Implications

In accordance with the Council's Constitution, all scrutiny select committees must devise and submit a work programme to the Business Panel at the start of each municipal year.

## 8. Equalities Implications

8.1 The Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act included a new public sector equality duty, replacing the separate duties relating to race, disability and gender equality. The duty came into force on 6 April 2011. It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

8.2 The Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act



- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

8.3 There may be equalities implications arising from items on the work programme and all activities undertaken by the Select Committee will need to give due consideration to this.

**9. Date of next meeting**

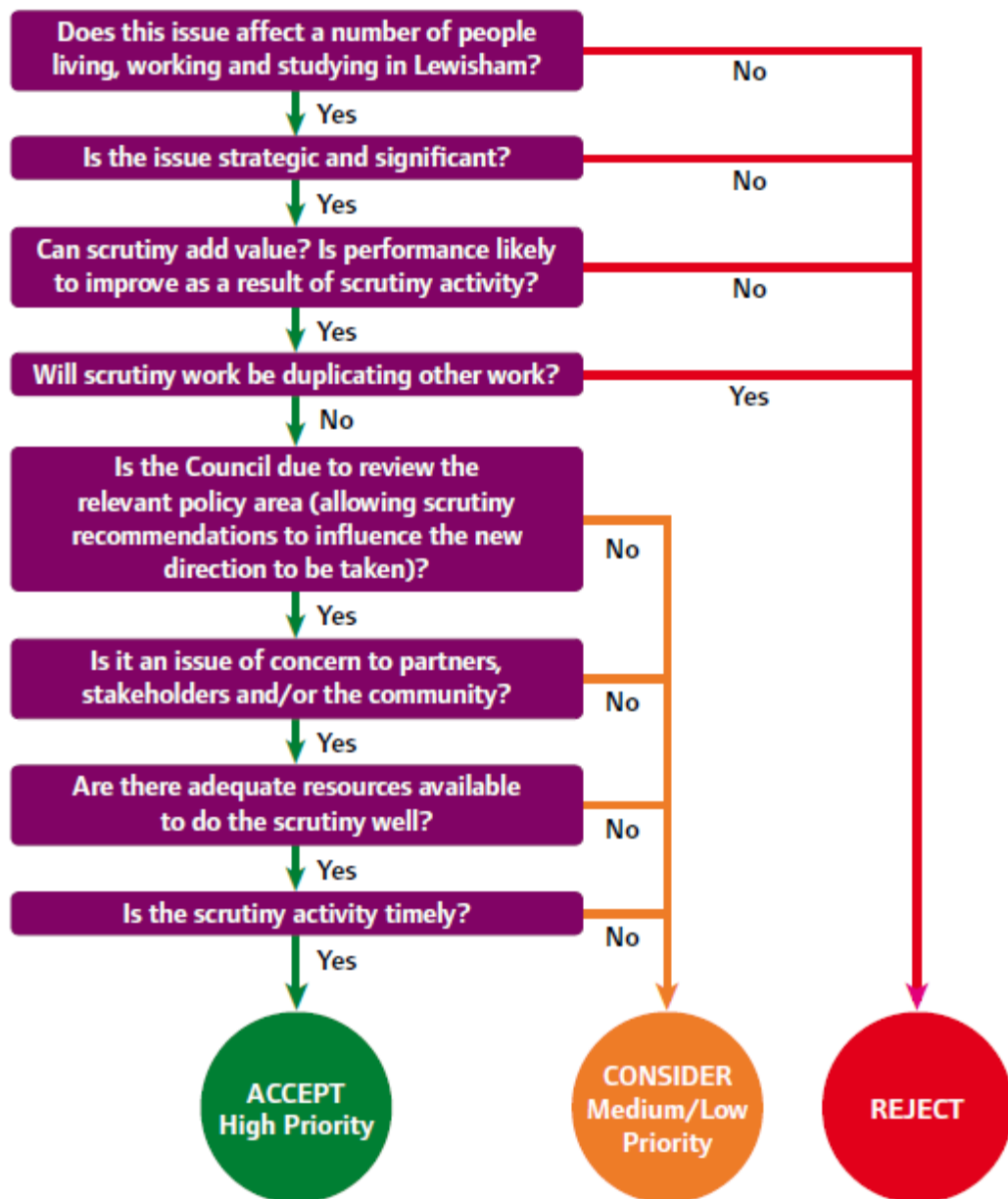
The date of the next meeting is Tuesday 19 January.

**Background Documents**

Lewisham Council's Constitution

Centre for Public Scrutiny: the Good Scrutiny Guide

## Scrutiny work programme – prioritisation process



Safer Stronger Communities Select Committee work programme 2015/16

Programme of work

| Work item   | Type of item               | Priority | Strategic priority | Delivery deadline | 20-Apr | 14-May | 01-Jul | 16-Sep  | 21-Oct  | 30-Nov                                   | 19-Jan               | 09-Mar        |
|---|----------------------------|----------|--------------------|-------------------|--------|--------|--------|---------|---------|--|----------------------|---------------|
| Lewisham Future Programme   | Standard item              | High     | CP10               | Ongoing           |        |        |        | SAVINGS | SAVINGS | SAVINGS                                  |                      |               |
| Election of the Chair and Vice-Chair  | Constitutional requirement | N/A      | -                  | Apr               |        |        |        |         |         |  |                      |               |
| Select Committee work programme   | Standard item              | High     | CP1                | Apr               |        |        |        |         |         |  |                      |               |
| Main grant programme funding  | Standard item              | High     | CP10               | Apr               |        |        |        |         |         |  |                      |               |
| VAWG review report  | In-depth review            | High     | CP4                | Apr               |        |        |        |         |         |  |                      |               |
| Voluntary sector accommodation  | Policy development         | High     | CP1                | Apr               |        |        |        |         |         |  |                      |               |
| Probation service update  | Standard item              | Medium   | CP4                | May               |        |        |        |         |         |  |                      |               |
| Poverty review  | In-depth review            | High     | CP10               | May               |        |        | Scope  |         |         | session 2                                | session 3            | Report & recs |
| Provision for the LGBT community  | Standard review            | Low      | CP1                | Jul               |        |        |        |         |         | incorporated into report Equalities work |                      |               |
| Implementation of the volunteering strategy   | Standard review            | Medium   | CP1                | Jul               |        |        |        |         |         |  |                      |               |
| Council employment profile  | Standard item              | Medium   | CP10               | Jul               |        |        |        |         |         |  |                      |               |
| Main grants equalities approach   | Performance monitoring     | Medium   | CP10               | Sep               |        |        |        |         |         |  |                      |               |
| Development of the CES  | Policy Development         | Medium   | CP1                | Oct               |        |        |        |         |         |  |                      |               |
| Impact of the Public Health savings proposals on the Community and Voluntary Sector | Standard item              | Medium   | CP10               | Jan               |        |        |        |         |         |  | circulated via email |               |
| Local Assemblies  | Performance monitoring     | Medium   | CP1                | Jan               |        |        |        |         |         | circulated via email                     |                      |               |
| Library and information service   | Performance monitoring     | Medium   | CP1                | Jan               |        |        |        |         |         |  | circulated via email |               |
| LDC Hate crime research   | Standard item              | Medium   | CP1                | Jan               |        |        |        |         |         |  |                      |               |
| VAWG service update   | Performance monitoring     | Medium   | CP4                | Mar               |        |        |        |         |         |  |                      | move to April |
| Safer Lewisham Plan - monitoring and update   | Performance monitoring     | High     | CP4                | Mar               |        |        |        |         |         |  |                      |               |
| Enforcement review  | Joint scrutiny             | High     | CP4                | Mar               |        |        |        |         |         |  |                      |               |
| Comprehensive Equalities Scheme - monitoring and update                             | Performance monitoring     | Medium   | CP1                | Mar               |        |        |        |         |         |  |                      |               |
| Equalities work   | Performance monitoring     | High     | CP10               | Nov               |        |        |        |         |         |  |                      |               |
| Supporting VCS in seeking external funding  | Performance monitoring     | Medium   | CP10               | Jan               |        |        |        |         |         |  | circulated via email |               |
| Library consultation 2015 update  | Policy development         | High     | CP 10              | Nov               |        |        |        |         |         |  |                      |               |
| Leisure Centre contracts update   | Policy development         | High     | CP 9               | Mar               |        |        |        |         |         |  |                      |               |
| Lewisham police update  | Performance monitoring     | Medium   | CP 4               | Jan               |        |        |        |         |         |  |                      |               |
| Local fire brigade update   | Performance monitoring     | Medium   | CP4                | Jan               |        |        |        |         |         |  |                      |               |
| Main Grants Programme 2016-17   | Policy development         | Medium   | CP10               | Jan               |        |        |        |         |         |  |                      |               |

|  |                    |
|--|--------------------|
|  | Item completed     |
|  | Item ongoing       |
|  | Item outstanding   |
|  | Proposed timeframe |
|  | Item added         |

| Meetings |     |              |    |     |             |
|----------|-----|--------------|----|-----|-------------|
| 1)       | Wed | 20 Apr       | 5) | Wed | 21 October  |
| 2)       | Thu | 14 May       | 6) | Mon | 30 November |
| 3)       | Wed | 1 July       | 7) | Tue | 19 January  |
| 4)       | Wed | 16 September | 8) | Wed | 9 March     |

| Shaping Our Future: Lewisham's Sustainable Community Strategy 2008-2020 |                               |       |
|---|-------------------------------|-------|
|   | Priority                      |       |
| 1   | Ambitious and achieving       | SCS 1 |
| 2   | Safer                         | SCS 2 |
| 3   | Empowered and responsible     | SCS 3 |
| 4   | Clean, green and liveable     | SCS 4 |
| 5   | Healthy, active and enjoyable | SCS 5 |
| 6   | Dynamic and prosperous        | SCS 6 |

| Corporate Priorities |  |       |
|----------------------|--|-------|
|                      | Priority                                       |       |
| 1                    | Community Leadership                           | CP 1  |
| 2                    | Young people's achievement and involvement     | CP 2  |
| 3                    | Clean, green and liveable                      | CP 3  |
| 4                    | Safety, security and a visible presence        | CP 4  |
| 5                    | Strengthening the local economy                | CP 5  |
| 6                    | Decent homes for all                           | CP 6  |
| 7                    | Protection of children                         | CP 7  |
| 8                    | Caring for adults and older people             | CP 8  |
| 9                    | Active, healthy citizens                       | CP 9  |
| 10                   | Inspiring efficiency, effectiveness and equity | CP 10 |

## FORWARD PLAN OF KEY DECISIONS

### Forward Plan December 2015 - March 2016

This Forward Plan sets out the key decisions the Council expects to take during the next four months.

Anyone wishing to make representations on a decision should submit them in writing as soon as possible to the relevant contact officer (shown as number (7) in the key overleaf). Any representations made less than 3 days before the meeting should be sent to Kevin Flaherty, the Local Democracy Officer, at the Council Offices or [kevin.flaherty@lewisham.gov.uk](mailto:kevin.flaherty@lewisham.gov.uk). However the deadline will be 4pm on the working day prior to the meeting.

A "key decision"\* means an executive decision which is likely to:

- (a) result in the Council incurring expenditure which is, or the making of savings which are, significant having regard to the Council's budget for the service or function to which the decision relates;
- (b) be significant in terms of its effects on communities living or working in an area comprising two or more wards.

|             |   |                               |  |  |  |
|-------------|---|-------------------------------|--|--|--|
| August 2015 | <b>Annual Complaints Report 2014/15</b> | 11/11/15<br>Mayor and Cabinet | Janet Senior, Executive Director for Resources & Regeneration and Councillor Joe Dromey, Cabinet Member Policy & Performance |  |  |
| August 2015 | <b>Annual Parking Report</b>            | 11/11/15<br>Mayor and Cabinet | Janet Senior, Executive Director for Resources &   |  |  |

**FORWARD PLAN – KEY DECISIONS**

| Date included in forward plan | Description of matter under consideration  | Date of Decision Decision maker | Responsible Officers / Portfolios   | Consultation Details | Background papers / materials |
|-------------------------------|--|---------------------------------|---|----------------------|-------------------------------|
|                               |  |                                 | Regeneration and Councillor Rachel Onikosi, Cabinet Member Public Realm   |                      |                               |
| June 2015                     | <b>Capital and Revenue Budget Monitorig</b>  | 11/11/15<br>Mayor and Cabinet   | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources                  |                      |                               |
| August 2015                   | <b>Children and Young People Plan</b>  | 11/11/15<br>Mayor and Cabinet   | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People |                      |                               |
| August 2015                   | <b>Discharge into the Private Rented Sector</b>                                      | 11/11/15<br>Mayor and Cabinet   | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing                            |                      |                               |
| August 2015                   | <b>Heathside &amp; Lethbridge Housing Regeneration Scheme update Parts 1 &amp; 2</b> | 11/11/15<br>Mayor and Cabinet   | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing                            |                      |                               |
| August 2015                   | <b>Homelessness out of Borough Locational Priority Policy</b>                        | 11/11/15<br>Mayor and Cabinet   | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan,   |                      |                               |

**FORWARD PLAN – KEY DECISIONS**

| Date included in forward plan | Description of matter under consideration   | Date of Decision Decision maker | Responsible Officers / Portfolios   | Consultation Details | Background papers / materials |
|-------------------------------|---|---------------------------------|---|----------------------|-------------------------------|
|                               |   |                                 | Cabinet Member Housing  |                      |                               |
| October 2015                  | <b>Horniman Museum Heritage Lottery Fund Proposal</b>   | 11/11/15<br>Mayor and Cabinet   | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources                  |                      |                               |
| August 2015                   | <b>Housing-Led Regeneration Opportunities Parts 1 and 2</b>   | 11/11/15<br>Mayor and Cabinet   | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing                            |                      |                               |
| September 2015                | <b>National Non Domestic Rates - Discretionary Discount Scheme for Businesses Accredited to Living Wage</b> | 11/11/15<br>Mayor and Cabinet   | Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources                        |                      |                               |
| October 2015                  | <b>The 2020 Programme</b>   | 11/11/15<br>Mayor and Cabinet   | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources                  |                      |                               |
| October 2015                  | <b>School Minor Capital Works Programme 2016</b>  | 11/11/15<br>Mayor and Cabinet   | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People |                      |                               |

**FORWARD PLAN – KEY DECISIONS**

| <b>Date included in forward plan</b> | <b>Description of matter under consideration</b>                                    | <b>Date of Decision Decision maker</b>    | <b>Responsible Officers / Portfolios</b>  | <b>Consultation Details</b> | <b>Background papers / materials</b> |
|--------------------------------------|---|---|---|-----------------------------|--------------------------------------|
| September 2015                       | <b>Sheltered Housing Investment and Improvement Update</b>                          | 11/11/15<br>Mayor and Cabinet             | Kevin Sheehan,<br>Executive Director for Customer Services and Councillor Damien Egan,<br>Cabinet Member Housing                      |                             |                                      |
| September 2015                       | <b>Voluntary Sector Accomodation Implementation Plan Consultation Parts 1 and 2</b> | 11/11/15<br>Mayor and Cabinet             | Aileen Buckton,<br>Executive Director for Community Services and Councillor Joan Millbank,<br>Cabinet Member Third Sector & Community |                             |                                      |
| October 2015                         | <b>Working Skills strategy</b>  | 11/11/15<br>Mayor and Cabinet             | Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith,<br>Deputy Mayor                              |                             |                                      |
| October 2015                         | <b>Annual Report on Energy Prices</b>   | 11/11/15<br>Mayor and Cabinet (Contracts) | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia,<br>Cabinet Member Resources               |                             |                                      |
| August 2015                          | <b>ICT Shared Service Update</b>  | 11/11/15<br>Mayor and Cabinet (Contracts) | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia,<br>Cabinet Member Resources               |                             |                                      |
| October 2015                         | <b>Homecare Contracts Extension</b>   | 11/11/15<br>Mayor and Cabinet             | Aileen Buckton,<br>Executive Director for   |                             |                                      |



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|                               |   | (Contracts)                                      | Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People  |                      |                               |
| November 2015                 | <b>Contract Extension for Targeted Family Support Service</b>                   | 24/11/15<br>Overview and Scrutiny Business Panel | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People      |                      |                               |
| October 2015                  | <b>Public Health Contracts for Health Checks and Sexual Health Promotion</b>    | 24/11/15<br>Overview and Scrutiny Business Panel | Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People |                      |                               |
| August 2015                   | <b>Children and Young People Plan</b>   | 25/11/15<br>Council                              | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People      |                      |                               |
| August 2015                   | <b>Lewisham River Corridor Improvement Plan Supplementary Planning Document</b> | 25/11/15<br>Council                              | Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor                                      |                      |                               |

| <b>FORWARD PLAN – KEY DECISIONS</b>  |  |  |   |                             |                                      |
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| February 2015                        | <b>Review of Licensing Policy</b>                        | 25/11/15<br>Council                    | Aileen Buckton,<br>Executive Director for<br>Community Services and<br>Councillor Rachel<br>Onikosi, Cabinet Member<br>Public Realm                     |                             |                                      |
| November 2015                        | <b>King Alfred Federation - Instrument of Government</b> | 09/12/15<br>Mayor and Cabinet          | Sara Williams, Executive<br>Director, Children and<br>Young People and<br>Councillor Paul Maslin,<br>Cabinet Member for<br>Children and Young<br>People |                             |                                      |
| November 2015                        | <b>Beckenham Place Park Consultation</b>                 | 09/12/15<br>Mayor and Cabinet          | Kevin Sheehan,<br>Executive Director for<br>Customer Services and<br>Councillor Rachel<br>Onikosi, Cabinet Member<br>Public Realm                       |                             |                                      |
| November 2015                        | <b>Besson Street Regeneration and New Homes Project</b>  | 09/12/15<br>Mayor and Cabinet          | Kevin Sheehan,<br>Executive Director for<br>Customer Services and<br>Councillor Damien Egan,<br>Cabinet Member Housing                                  |                             |                                      |
| June 2015                            | <b>Council Tax Reduction Scheme 2016-17</b>              | 09/12/15<br>Mayor and Cabinet          | Kevin Sheehan,<br>Executive Director for<br>Customer Services and<br>Councillor Kevin Bonavia,<br>Cabinet Member<br>Resources                           |                             |                                      |
| November 2015                        | <b>Establishment of an Education</b>                     | 09/12/15                               | Sara Williams, Executive  |                             |                                      |

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|                               | <b>Commission</b>  | Mayor and Cabinet               | Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People         |                      |                               |
| November 2015                 | <b>Housing Led - Regeneration</b>                            | 09/12/15<br>Mayor and Cabinet   | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing           |                      |                               |
| October 2015                  | <b>Planning Service Annual Monitoring Report 2014-15</b>     | 09/12/15<br>Mayor and Cabinet   | Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor                |                      |                               |
| June 2015                     | <b>Revenue Budget Savings</b>                                | 09/12/15<br>Mayor and Cabinet   | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources |                      |                               |
| August 2015                   | <b>Section 75 arrangements for Children and Young People</b> | 09/12/15<br>Mayor and Cabinet   | Kath Nicholson, Head of Law and Councillor Paul Maslin, Cabinet Member for Children and Young People                 |                      |                               |
| October 2015                  | <b>Youth Service Mutual</b>                                  | 09/12/15<br>Mayor and Cabinet   | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin,                             |                      |                               |

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|                               |  |   | Cabinet Member for Children and Young People   |                      |                               |
| November 2015                 | <b>Award of Homecare Contracts</b>   | 09/12/15<br>Mayor and Cabinet (Contracts) | Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People |                      |                               |
| September 2015                | <b>Facilities Management and Compliance Contract Extensions and Procurement Approach</b> | 09/12/15<br>Mayor and Cabinet (Contracts) | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources                       |                      |                               |
| October 2015                  | <b>Prevention and Inclusion Contract</b>   | 09/12/15<br>Mayor and Cabinet (Contracts) | Aileen Buckton, Executive Director for Community Services and Councillor Janet Daby, Cabinet Member Community Safety                       |                      |                               |
| November 2015                 | <b>Preferred Provider Framework Contract Extension</b>                                   | 09/12/15<br>Mayor and Cabinet (Contracts) | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People      |                      |                               |
| November 2015                 | <b>Appointment of Contractor for the Catford Enterprise Hub</b>                          | 15/12/15<br>Overview and                  | Janet Senior, Executive Director for Resources &   |                      |                               |

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|                               |   | Scrutiny Business Panel                          | Regeneration and Councillor Alan Smith, Deputy Mayor   |                      |                               |
| October 2015                  | <b>Resouce Link Contract Extension</b>  | 15/12/15<br>Overview and Scrutiny Business Panel | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources                       |                      |                               |
| November 2015                 | <b>Pathways to Employment Phase 2 Procurement Decision</b>  | 15/12/15<br>Overview and Scrutiny Business Panel | Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor                                      |                      |                               |
| November 2015                 | <b>Contract Extension for Community Support Service - Bromley and Lewisham Mind</b>               | 15/12/15<br>Overview and Scrutiny Business Panel | Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People |                      |                               |
| November 2015                 | <b>Processing of Dry Recyclables - Interim Arrangements - Extension of Contract</b>               | 15/12/15<br>Overview and Scrutiny Business Panel | Kevin Sheehan, Executive Director for Customer Services and Councillor Rachel Onikosi, Cabinet Member Public Realm                         |                      |                               |
| October 2015                  | <b>Setting the Council Tax Base, the NNDR Base and Discounts for Second Homes and Empty Homes</b> | 13/01/16<br>Mayor and Cabinet                    | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia,  |                      |                               |

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|                                      |   |  | Cabinet Member<br>Resources   |                             |                                      |
| August 2015                          | <b>Determination of the applications to establish a neighbourhood forum and to designate a neighbourhood area for Lee Green</b> | 13/01/16<br>Mayor and Cabinet          | Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor                                 |                             |                                      |
| August 2015                          | <b>Determination of the applications to establish a neighbourhood forum and to designate a neighbourhood area for Deptford</b>  | 13/01/16<br>Mayor and Cabinet          | Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor                                 |                             |                                      |
| May 2015                             | <b>Formal Designation of Crystal Palace &amp; Upper Norwood Neighbourhood Forum and Area</b>                                    | 13/01/16<br>Mayor and Cabinet          | Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor                                 |                             |                                      |
| September 2015                       | <b>Determined School Admissions Arrangements for 2017/18</b>  | 13/01/16<br>Mayor and Cabinet          | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People |                             |                                      |
| August 2015                          | <b>Parks Events Policy 2016- 2020</b>   | 13/01/16<br>Mayor and Cabinet          | Councillor Alan Smith, Deputy Mayor and Councillor Rachel Onikosi, Cabinet Member Public Realm  |                             |                                      |
| June 2014                            | <b>Surrey Canal Triangle (New</b>   | 13/01/16                               | Janet Senior, Executive   |                             |                                      |

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|                                      | <b>Bermondsey) - Compulsory Purchase Order Resolution</b>  | Mayor and Cabinet                         | Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor   |                             |                                      |
| November 2015                        | <b>Update on Proposal to Enlarge Sir Francis Drake Primary School</b>                              | 13/01/16<br>Mayor and Cabinet             | Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People |                             |                                      |
| October 2015                         | <b>Award of Contracts Tier 4 Services and Day Programmes People with Substance Misuse Services</b> | 13/01/16<br>Mayor and Cabinet (Contracts) | Aileen Buckton, Executive Director for Community Services and Councillor Janet Daby, Cabinet Member Community Safety                  |                             |                                      |
| October 2015                         | <b>Setting the Council Tax Base, the NNDR Base and Discounts for Second Homes and Empty Homes</b>  | 20/01/16<br>Council                       | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources                  |                             |                                      |
| June 2015                            | <b>Council Tax Reduction Scheme 2016-17</b>  | 20/01/16<br>Council                       | Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources                        |                             |                                      |
| November 2015                        | <b>Pathways to Employment phase 2 procurement decision</b>   | 02/02/16<br>Overview and                  | Janet Senior, Executive Director for Resources &  |                             |                                      |

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|                               |   | Scrutiny Business Panel                   | Regeneration and Councillor Alan Smith, Deputy Mayor  |                      |                               |
| June 2015                     | <b>Capital and Revenue Budget Monitoring</b>        | 10/02/16<br>Mayor and Cabinet             | Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources            |                      |                               |
| November 2015                 | <b>Main Grants Report 2016/17</b>                   | 17/02/16<br>Mayor and Cabinet (Contracts) | Aileen Buckton, Executive Director for Community Services and Councillor Joan Millbank, Cabinet Member Third Sector & Community |                      |                               |
| August 2015                   | <b>Housing Allocations Policy</b>                   | 02/03/16<br>Mayor and Cabinet             | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing                      |                      |                               |
| November 2015                 | <b>Discharge into Private Rented Sector Policy</b>  | 04/16<br>Mayor and Cabinet                | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing                      |                      |                               |
| November 2015                 | <b>Temporary Accommodation Procurement Strategy</b> | 04/16<br>Mayor and Cabinet                | Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing                      |                      |                               |



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